

# Executive Director of Impact on Urban Health

Appointment Brief  
June 2026



**Guy's &  
St Thomas'  
Foundation**





# Welcome

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Dear Candidate,

I'm grateful for your interest in becoming a key member of the Executive Team at Guy's & St Thomas' Foundation - as our new Executive Director of Impact on Urban Health.

This organisation is an extraordinary one to lead. Since becoming permanent CEO in 2024, I am inspired by the exceptional talent and commitment I see across our teams every day. With over 500 years of history, our mission is even more relevant and urgent than ever before: to build a society that helps everyone stay healthier for longer.

We work with our local NHS partners to provide better, faster, fairer healthcare for patients across South London and South East England. Through Impact on Urban Health, we work with local and national organisations to prevent the health inequity we see in Lambeth, Southwark and beyond.

Our work influences national policy, supports NHS innovation and helps shape healthier futures for our communities.

The role of the Impact on Urban Health Executive Director reports directly to me, and will lead one of our impact areas here at Guy's & St Thomas' Foundation – building the capability to be at the leading-edge of philanthropic practice, in our approach to designing, funding and measuring our work.

You will lead our work to build a society that helps everyone stay healthier for longer in the boroughs of Lambeth and Southwark and beyond, working with a wide set of partners, building long term relationships across sectors, locally and nationally.

You will also play a key role as a member of the Foundation's Executive Team, helping to shape not only the future of Impact on Urban Health, but the culture, ambition and effectiveness of the wider organisation.

This is a role with significant scope and influence. Impact on Urban Health has built a strong reputation for bringing people together around some of the most complex health challenges facing urban communities. The opportunity now is to build on that foundation – strengthening our impact, deepening our influence and ensuring we continue to learn, adapt and innovate in pursuit of better health outcomes.

We are looking for a leader who is energised by this opportunity: someone who can navigate complexity with confidence, inspire and support high-performing teams, and help create the conditions for others to thrive and deliver their best work.

Most importantly, we are looking for someone who shares our commitment to improving health and reducing inequity, and who will bring curiosity, collaboration and ambition to the next chapter of this work.

What makes this Foundation special is the scale of our ambition and the communities we serve. We are values-driven, future-focused, and committed to inclusion in everything we do.

If you share our vision and are excited about the opportunity to help drive meaningful change, we'd love to hear from you.

**Laurie Lee**  
**Chief Executive**



# Who we are

We are an independent Foundation investing in a healthier society. We focus on backing people and ideas to drive more equitable health. For over 500 years, we have been a constant in London's ever-changing landscape, at the leading edge of health.

**At Guy's & St Thomas' Foundation, our vision is clear – to build the foundations of a healthier society.**

Our mission is to build a society that helps everyone stay healthier for longer, we back people and ideas – investing in fresh thinking and bold action.

Our work is supported by our endowment – one of the largest among Foundations in the UK – which allows us to take a long-term view while addressing the urgent health issues of today.

We believe that building the foundations of a healthier society requires a diversity of approaches and perspectives. This is why our work spans improving healthcare, and tackling the social factors that lead to poor health.

[\*\*Watch our video.\*\*](#)

# About us



We are an independent Foundation investing in a healthier society. We focus on backing people and ideas in order to build a society that helps everyone stay healthier for longer.

Health is a collective outcome, created by the environments around us, supported by the agency of individuals and communities, and maintained through access to quality healthcare.

Our work as a Foundation is active across each of these areas. We pioneer original approaches to health. We learn what works where and why. We then share that widely with those who have the ability to affect change systemically.

## Where we work

Our work takes place in the South London boroughs of Lambeth and Southwark - it is a place that combines enduring inequalities and solutions that have shaped the world. In the heart of the capital, Lambeth and Southwark are two densely populated boroughs.

Our boroughs are vibrant and have a rich social and ethnic mix. The proportion of Black residents is amongst the highest in the country, with a long-established Caribbean community. Our boroughs are also home to more recent migrants from Africa, Europe and Latin America.

## How we are set up

The Foundation is focused on three core business areas of urban health, investments and charitable fundraising and funding, achieving impact through five external brands, and supported by internal, enabling functions.



## Our resources in 2024/25

£41.9m

direct charitable expenditure.

£19.1m

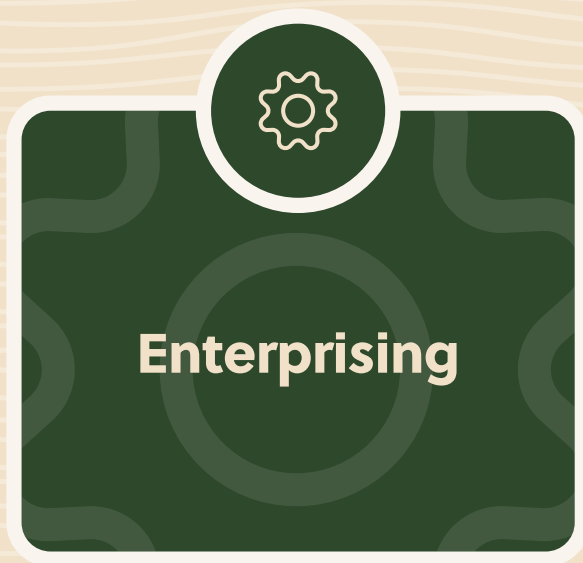
distributed through Impact on Urban health.

£6.0m

raised through fundraising for our three NHS charities.

# Our values

Our values are part of how we interact with and work with each other. They are an important part of our culture and help us deliver impact.



**Our culture is anchored in our values, and we support each other to live them.** They influence how we interact with each other and work together, and they combine to help shape our culture.

Our staff created these values to describe the types of behaviour we value every day at work. They reflect our commitment to diversity, equity and inclusion, and we build these into our approach to recruitment and performance.

This year we have listened and engaged with all our staff to create our One Foundation culture. It shapes our experience of working here, guides our decisions, and ultimately drives the impact we create together.

Our One Foundation culture reflects our shared ambition: to uphold a healthy working environment for all - where everyone feels they belong, where diverse perspectives are valued, and where we're united by a clear purpose.



## Diversity, equity & inclusion

We believe better health for all is within our reach and by becoming a more diverse and inclusive organisation, together we can achieve this.

In our revised Diversity Equity and Inclusion strategy, we are clear that DEI is an enabler to the Foundation's mission. It is embedded into all aspects of our work – as an employer, in the way we partner, with suppliers and in who and what we invest into.

We believe this enables us to contribute to a fairer society in practice as well as in mission. Our revised DEI strategy will build on our progress and guide our efforts as an organisation which values the diversity of people, partners, and suppliers we work with, and acts in a more inclusive way.

Read our updated [Diversity, Equity, and Inclusion Strategy - Guy's & St Thomas' Foundation](#)

# Our routes to impact

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## Guys' & St Thomas' Foundation

Investing in a healthier society.



We use our endowment and other assets to achieve sustainable financial returns to fund our work and create measurable impact on health.

Our aim is to invest our capital to generate financial returns, as well as positive outcomes that are beneficial to society. Through our property portfolio, we continue to make progress towards our ambition to create a world-leading life sciences district in South Central London.

For more about our work, see our latest annual report: [Guy's and St Thomas' Foundation Annual Report](#)

## Our charities

In partnership with the NHS, supporting exceptional healthcare.



Through our three public-facing charities, we help Guy's and St Thomas' NHS Foundation Trust provide exceptional healthcare through supporting world-class environments for patients and staff at our hospitals and community sites.

We do this through a mix of philanthropic support, funded by endowment and fundraised income. Beneficiaries are residents of Lambeth and Southwark / patients and employees of Guy's and St Thomas' NHS Foundation Trust.

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## Impact on Urban Health

Unlocking the potential for cities to be healthier.

# Impact on Urban Health



Where people grow up, live, and work has a deep impact on their health. Urban areas like inner-city London face some of the greatest health inequalities in the country. While these places are vibrant and diverse, they also experience stark differences in health outcomes. Impact on Urban Health is determined to change this.

Through Impact on Urban Health, we help urban areas become healthier places for everyone to live.

Our programmes are long-term and formed of partnerships at local, borough, national and international scales. Using our funding and expertise, we back home-grown initiatives, evidence-based approaches from around the world, and exciting, brand-new ideas.

Beneficiaries are residents of Lambeth and Southwark and other communities (where work is at a London or national scale)

Funded by endowment and co-funding.

## Further reading links:

[Who we are](#)

[Our work](#)

[Our strategy](#)

[Our approach to data](#)

# The role

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<b>Job title:</b>	Executive Director of Impact and Urban Health
<b>Salary:</b>	£130,000 per annum
<b>Location:</b>	London/Hybrid
<b>Reports to:</b>	Chief Executive Officer
<b>Team:</b>	Executive Team
<b>Line management responsibility:</b>	Director of Evaluation & Learning, Director of Innovation, Director of Participation, Place & Change, Director of Policy, Influencing & Communications, Director of Programmes.
<b>Key stakeholders:</b>	Executive Team, Board and Committee members including the Chair and members of Impact on Urban Health sub-Committee, Non-Trustee members of Impact on Urban Health sub Committee, Impact on Urban Health Investment Committee, Leaders of strategic Grantee Partners, key policy and political leaders in Lambeth, Southwark and national government, think tanks, campaigners, commentators and influencers, leaders of peer foundations and health equity funders.





## Summary:

The Executive Director of Impact on Urban Health is a member of the Executive Team and contributes to setting the strategic direction and leadership culture of the Foundation.

The Executive Director of Impact on Urban Health role is responsible for enabling the Foundation to achieve our strategic ambition of building a society that helps everyone stay healthier for longer in four ways:

- 1** Play a full role in the Foundation's Executive Team as a co-leader of the whole Foundation; developing the Foundation's vision, strategy and culture, as well as delivering our operational plans and other core responsibilities.
- 2** Provide strategic oversight of all routes to impact, including grant making, influencing, and partnerships in order to advance the Foundation's mission.
- 3** Drive collaboration across the Foundation, including with teams leading on NHS impact, Endowment investment, People, and Finance, to ensure ways of working are clear and consistent for our team and partners, and to drive more impact from our work in the external world.
- 4** Champion the Foundation's commitment to our Values and Diversity, Equity and Inclusion (DEI) and our 'One Foundation' culture across all aspects of our work.

## Key responsibilities:

### Executive leadership

- As part of the Executive Team, play a key role in developing the Foundation's vision, strategy and culture, as well as delivering our operational plans and other core responsibilities.
- Act as an ambassador for Impact on Urban Health and for the wider Foundation to engage and influence a range of audiences.
- Ensure we achieve our mission to build a healthier society that helps people in Lambeth and Southwark and beyond stay healthier for longer. Ensure we have a clear definition of impact and know if we are making progress towards it, in partnership with others.

### Strategic business delivery

- Lead a diverse and talented team — supporting the team of c.40 colleagues to be a cohesive and collective force for impact, role modelling and embedding high standards and inclusive leadership and management at every level, and developing the Urban Health leadership team as a collaborative body with collective responsibility.
- Drive continued learning and insights, and ensuring the effective management of an interconnected portfolio of programmes and innovation activities.
- Engage a wide set of external partners in the delivery of our work, building long term relationships, influencing a wide range of stakeholders, and working across sectors at a local, national and international level.

- Oversee the effective governance of c.£10M annual programmatic funding, including through oversight of our Investment Committee for Urban Health, and our Impact on Urban Health Board sub-Committee, as well as through close working with the Foundation Board of Trustees.
- Oversee the delivery of effective grant giving processes, enabling clear governance and transparency of processes and ensuring all business cases are robust and align with our mission and values.
- Effectively lead the Impact and Urban Health business area, paying particular attention to people management to inspire and direct a diverse and talented team and a wide network of partners and stakeholders, holding people accountable to high standards of performance while providing the empowerment and autonomy to encourage innovation.
- Motivate the Impact on Urban Health team to build a society where everyone stays healthier for longer, through focused, systemic and innovative work in urban environments, that motivates actors from across sectors to bring their unique skills to bear on a collective challenge.
- Set the vision in Impact on Urban Health through a combined set of programmes to be greater than the sum of their parts.
- Balance the need to value and bring to the fore diverse and under-represented viewpoints, whilst creating a clear and cohesive operating context.

Role responsibilities are not exhaustive, and you would be reasonably expected to take on wider tasks that are commensurate with the level of your role.

# Person specification

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## Skills, abilities, and attributes

- Strong leadership skills, with the ability to motivate, direct and inspire a diverse, talented team and a wide network of stakeholders and support partners.
- Excellent influencing skills, working alongside the CEO to influence others to create sustainable impact at scale.
- Effective collaborator with the ability to build strategic alliances to enable systemic, sustainable impact at scale.
- Seeks out and applies innovations from other sectors and organisations which can benefit the Foundation as a whole.
- Encourages teammates to share innovative ideas, integrates test-and-learn experimentation into workstreams to enhance problem-solving, assessing and embracing risks when appropriate.
- Has the vision and drive to constantly improve our financial and operational risk, including data and working practices.
- Leads with a learning approach, is open to feedback and willing to adapt, and takes ownership and is accountable for results.
- Strategic thinker, able to manage a complex range of functions and competing priorities.
- Ability to build a user-focused environment that ensures effective buy-in and engagement across key stakeholders.
- Robust judgement with the ability to obtain and maintain the trust of a range of partners.
- Excellent presentation skills with the ability to communicate convincingly to a range of audiences.

## Knowledge, experience, and qualifications

- Senior leadership experience in sizeable and/or complex organisations, with a track record of leading and inspiring a diverse and talented teams.
- Experience of delivering real world change in the public, private and/or civic sectors, working alongside community partners, government and/or business decision makers.
- Experience of influencing at a city-wide, national or global level.
- Experience of identifying new, systemic approaches to solve large scale social issues, and shaping portfolios of activity to deliver against them.
- Experience of building new coalitions and strategic alliances, and working through cross sector partnerships.
- Experience of embedding diversity, equity and inclusion (DEI) principles in strategy and operations.



# How to apply

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To apply, please upload your CV together with a supporting statement (of no more than 1,000 words) highlighting your motivations for the role and how your experience, skills and values align with the person specification.

Prospectus is partnering with Guy's & St Thomas' Foundation on this appointment. Applications should be submitted via the Prospectus website using the link below.

For guidance on formulating your supporting statement, please review our guide [here](#).

Please ensure that you have included a telephone number, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

If you wish to apply using an alternative format please contact Prospectus on 020 7691 1920 or email [executive.admin@prospect-us.co.uk](mailto:executive.admin@prospect-us.co.uk). Please also notify us if you require a postal application.

Applications via the Prospectus website should be made at:

<https://prospect-us.co.uk/job/194829>



At Prospectus we believe passionately that a truly inclusive workplace leads to increased social impact. We are committed to supporting our clients build more inclusive teams. To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website. Please be assured that your responses are kept confidential, separate from your candidate record, are not part of any application you make, and that the consultants never see individual responses to the questionnaire.

## Recruitment Timetable

Deadline for applications: 28th June

Interviews with Prospectus: 1st-7th July

Interviews with Guy's & St Thomas' Foundation:

First stage (online): Monday 13th July

Second stage (in person): Monday 20th July

## Queries

If you wish to have an informal discussion about the opportunity, please contact our retained advisors Harjit Bola or James Rice at Prospectus via email:

**[Harjit.Bola@prospect-us.co.uk](mailto:Harjit.Bola@prospect-us.co.uk)**

**[James.Rice@prospect-us.co.uk](mailto:James.Rice@prospect-us.co.uk)**

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Prospectus Ltd  
20-22 Stukeley Street  
London, WC2B 5LR

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