YOUR NEW ROLE AT THE TRUST

JOB TITLE:	**Head of Proposition – AI Skills**	**PAY BAND:**
FUNCTION:	Proposition Development & Technology	Support Delivering Specialist/Managerial **Technical Lead/Function Head** Senior Leadership Team
THE TEAM:	The Proposition Development Team is responsible for the development & continuous improvement of our offer to young people.	

WHERE YOU WILL FIT

CEO	Chief Technology & Programmes Officer	Director of Propositions & Impact	**Head of Proposition – AI Skills**	Proposition Development Manager

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

You will lead the development of a new AI Skills offer, with an ambitious goal of helping a million young people to build the confidence, knowledge and practical skills needed to navigate a changing labour market. You will ensure the proposition is designed for impact, can work across different delivery routes, and has a credible path to scale and sustainability. You will be accountable for its overall coherence, viability and success, balancing impact, quality, delivery, cost, and sustainability.

WHAT WILL YOU DO?

- Own the vision, strategy, and roadmap for the AI Skills proposition, translating the approved business case into a coherent, prioritised programme of work.
- Lead the development of a proposition that brings together AI skills, employability support, regulated qualifications, and practical access for young people who may otherwise be excluded from the changing labour market.
- Provide clear cross-organisational leadership, aligning work across proposition development, qualifications, delivery, digital, technology, data, impact, fundraising, finance, and marketing.
- Lead development of the theory of change, target audiences, impact goals, measurement approach, and performance framework, ensuring that reach, quality, outcomes, and cost are understood together.
- Embed equality, diversity and inclusion throughout the design and delivery of the proposition, ensuring barriers to participation are addressed, the needs of diverse communities are reflected, and outcomes are monitored.
- Lead development of the cost, commercial and sustainability models, working with Finance and Fundraising to connect impact ambitions, funding requirements, pricing, and income opportunities.
- Oversee the portfolio of pilots across direct delivery, delivery partners, and self-service routes, ensuring that each pilot has clear hypotheses, success measures, dependencies, and decisions.
- Use evidence from young people, employers, delivery teams, partners, and the market to recommend priorities and investment decisions, including what should scale, change, or stop. Secure approval through the project sponsor and relevant governance groups where required.
- Build senior relationships with technology companies, employers, funders, government, education partners, and sector experts, strengthening credibility, investment, and routes to scale.
- Own the overall strategic stakeholder and communications approach, ensuring that governance, leadership groups, colleagues, and external audiences receive clear, consistent information and decisions. The Proposition Development Manager leads day-to-day project updates and the reporting cadence.
- Lead, support, and develop the Proposition Development Manager and coordinate the contribution of colleagues and specialist partners working across the proposition. Set direction and priorities for the Manager, who leads detailed service design, testing, requirements, and day-to-day project coordination.

THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Strong AI knowledge and credibility	Strong understanding of AI and its implications for skills, employment and young people, to allow you to confidently engage senior external experts, employers, funders and partners.
Strong strategic and commercial judgement	To connect user need, impact, delivery, cost, income and sustainability, and to make sound choices where evidence is still emerging.
Exceptional external relationship management	Strong partnership and influencing skills, to allow you to own relationships with senior funders, employers, public bodies or strategic partners.
Exceptional communication	Excellent written and verbal communication, to allow you to make a complex proposition clear and compelling for different audiences.
Strong people leadership	Experience managing and developing people, creating focus and enabling others to take ownership and deliver, allowing you to thrive in a matrix structure.
Experience	**Why do we need this?**
Strong proposition leadership	To lead development of a new proposition, product, service or programme from concept through testing, implementation and growth including applying inclusive and accessible design principles to ensure a quality proposition aligned with our strategy.
Expert complex programme leadership	To enable you to lead multidisciplinary work across organisational boundaries, creating clarity on priorities, accountabilities, dependencies and decisions.
Strong evidence-led development	To enable you to confidently use research, user insight, testing and performance evidence to shape investment and scaling decisions.
Expert Impact framework definition and measurement	To lead the development of theories of change and impact frameworks, translating the needs of target audiences into clear impact goals, outcome measures and performance indicators, and using these to guide proposition development, investment and scaling decisions.
Strong commercial modelling and financial sustainability	To develop cost and financial sustainability models, working with finance and funding specialists to assess viability and inform investment decisions.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Proficient experience in education, skills or employability	Experience of education, qualifications, employability, youth services or workforce skills would drive quality and accelerate development.
Proficient charitable and earned-income modelling	Experience of propositions that combine social impact with fundraising, public funding or commercial income would accelerate development of the commercial model.
Skills & Knowledge	**Why do we need this?**
Proficient knowledge of regulated learning	Understanding of regulated qualifications, assessment or awarding organisations would drive quality and accelerate development.

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, click here.

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a technical lead or head of level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
You inspire others through passion for what we do. You keep young people and our end goal in mind. You instil trust in others through consistency, professionalism and being accountable for team success. Resilient and determined in the face of challenges. You're authentic, bringing unique talents to work and encouraging others to do the same. Role models integrity and acts according to our Values	You understand the internal & external factors that demand change and innovation from The Trust You lead change processes with skill & positivity and help others see the benefits and opportunities. You take an entrepreneurial approach to improve how we do things. You take steps to further own development, coaching others to do the same. You encourage a culture of constant improvement. You role model a positive & constructive approach to giving and receiving feedback	You're approachable, clear, and inspiring. You effectively communicate information throughout The Trust You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way. You seek to understand multiple perspectives, listening to others' concerns or barriers before responding	You role model effective and mutually supportive teamwork with colleagues You bring the team together in pursuit of shared purpose. You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities. You share knowledge and information. You build a broad range of trusting relationships both across The Trust and externally. You have a broad organisation knowledge and awareness of how actions in one team will affect others	You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly. You make decisions through establishing facts, considering consequences, and making sound judgements. You address obstacles, finding workable solutions. You set quality standards & challenge others to maintain them. You empower the team and place trust in them to take ownership and deliver results. You manage resources to maximise their impact and deliver results

THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.