

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Senior Head of Delivery – Head and Social Care	PAY BAND:
FUNCTION:	Delivery	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	<p>The King's Trust Delivery team supports young people across the UK: directly, digitally and through partners, to build confidence to move into work, education or training.</p> <p>The Health team sits within the England Delivery team and focuses on delivering Health & Social Care programmes that create pathways into employment for young people.</p>	

WHERE YOU WILL FIT

CEO	Director of Delivery U.K.	Director of Delivery England	Senior Head of Delivery – H&SC	Head of H&SC
				Head of H&SC (Partnerships and Evaluation)

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Since 1976, our Delivery teams have supported more than 1 million young people to build their confidence, develop skills and move into work.

Your role will provide strategic and operational leadership for our Health and Social Care portfolio, expanding opportunities for young people to access careers in the sector. By strengthening partnerships with employers and organisations including the NHS, you will help ensure our programmes remain inclusive, high-quality and aligned to real workforce needs. Your work will enable more young people, particularly those facing barriers, to gain the skills, experience and connections needed to move into sustainable employment, contributing to one of the UK's most vital workforces.

WHAT WILL YOU DO?

-  Lead a national Health & Social Care portfolio that delivers large-scale employment pathways for young people.
-  Develop ambitious business plans aligned to organisational strategy and NHS workforce priorities.
-  Continuously evolve delivery models using data, insight and labour-market intelligence.
-  Build and influence senior partnerships across NHS Trusts and Health & Social Care employers.
-  Grow sustainable employer pipelines that create high-quality job opportunities for young people.
-  Provide inspiring, values-led leadership to a dispersed delivery team and volunteer networks.
-  Ensure strong performance management, financial oversight and programme impact.
-  Manage multimillion-pound budgets with clear forecasting and commercial acumen.
-  Work collaboratively across internal teams to drive aligned and scalable delivery.
-  Champion equity, diversity and inclusion to ensure accessible, inclusive programme design.

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 commercial and financial management skills, including oversight of major budgets.	The value, complexity and scale of the funding contract will require strong financial acumen
Ability to build and sustain senior-level partnerships within complex systems, public sector organisations and stakeholders	The contract is reliant on a network of strong partnerships in order to meet the contract targets.
Strong understanding of young people facing disadvantage and the barriers they encounter.	Having this understanding will influence the way in which you work with internal stakeholders and influence the work we do with external partners, to get the best outcomes for Young People.
Demonstrated commitment to equality, diversity and inclusion.	Our strategy is underpinned by our commitment to equality, diversity and inclusion.
Experience	Why do we need this?
Proven leadership of large-scale, complex delivery across a national or multi-site footprint.	You will be the senior lead across England for a large-scale contract, operating across our Metro and High Need areas
Experience motivating and developing dispersed, high-performing teams.	The wider operational team operates across England in our Metro and High Need areas
Confidence working across matrix structures to achieve shared goals.	The role will require the postholder to engage across multiple teams within the England Directorate and cross-functionally at The Trust.
Track record of delivering data-driven, high-impact programmes at scale.	This is a key delivery contract and requires focus on quality data and impact measurement to meet the needs of the contract.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience working directly with NHS organisations or Health & Social Care employers.	As the contract is with the Department for Health and understanding of the health, social care landscape would prove useful.
Experience developing training pathways, accredited or informal.	To build on our existing offer, this could further enhance our support to Young People.
Skills & Knowledge	Why do we need this?
Knowledge of volunteer-supported delivery models at scale.	Volunteers are a key part of our delivery model.
Understanding of technology-enabled or digital delivery models.	Whilst a lot of our programmes are face to face, using technology to enable efficiencies and digital options would be advantageous.

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.

 <p>Inspiring We lead by example</p>	 <p>Approachable We are open minded and value diversity</p>	 <p>Empowering We enable positive change</p>	 <p>Non-Judgemental We focus on the potential, not the past</p>	 <p>Passionate We are absolutely committed to supporting young people</p>
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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
<p>You inspire others through passion for what we do.</p> <p>You keep young people and our end goal in mind.</p> <p>You instil trust in others through consistency, professionalism and being accountable for team success.</p> <p>Resilient and determined in the face of challenges.</p> <p>You're authentic, bringing unique talents to work and encouraging others to do the same.</p> <p>Role models integrity and acts according to our Values</p>	<p>You understand the internal & external factors that demand change and innovation from The Trust</p> <p>You lead change processes with skill & positivity and help others see the benefits and opportunities.</p> <p>You take an entrepreneurial approach to improve how we do things.</p> <p>You take steps to further own development, coaching others to do the same.</p> <p>You encourage a culture of constant improvement.</p> <p>You role model a positive & constructive approach to giving and receiving feedback</p>	<p>You're approachable, clear, and inspiring.</p> <p>You effectively communicate information throughout The Trust</p> <p>You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way.</p> <p>You seek to understand multiple perspectives, listening to others' concerns or barriers before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You bring the team together in pursuit of shared purpose.</p> <p>You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities.</p> <p>You share knowledge and information.</p> <p>You build a broad range of trusting relationships both across The Trust and externally.</p> <p>You have a broad organisation knowledge and awareness of how actions in one team will affect others</p>	<p>You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly.</p> <p>You make decisions through establishing facts, considering consequences, and making sound judgements.</p> <p>You address obstacles, finding workable solutions.</p> <p>You set quality standards & challenge others to maintain them.</p> <p>You empower the team and place trust in them to take ownership and deliver results.</p> <p>You manage resources to maximise their impact and deliver results</p>

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.