



## Job Description

**JOB TITLE:** Deputy Director of Global Delivery

**CONTRACT TYPE:** 12 months, fixed term

**HOURS:** 35 hrs per week

**LOCATION:** London based.

**TRAVEL:** International travel required aligned with budget and need

**PAY BAND:** £57,280

**RESPONSIBLE TO:** Director of Delivery and Impact

**RESPONSIBLE FOR:** Head of regional delivery, Africa, Asia and Middle East and the Senior Regional Manager for Europe.

## About The King's Trust International

The King's Trust International (KTI) has been supporting young people worldwide since 2015. We were founded by HM The King to tackle the global crisis of youth unemployment.

Our **vision** is that every young person should have the chance to succeed.

Our **mission** is to empower young people to learn, earn and thrive.

Our programmes and interventions are now present in 20 countries within the Commonwealth and beyond, across Africa, Asia, the Caribbean, Europe and the Middle East.

We are committed to amplifying the voices of young people on the global stage and putting their needs at the very heart of the design and delivery of our work. This complements global efforts to deliver the Sustainable Development Goals, particularly those relating to quality education and decent work.

We seek to work to the highest quality standards and to ensure the health and safety of all the young people we work with as well as the well-being of our colleagues and partners.

## Ways of working

The King's Trust International works with local partners around the world to deliver education, employment and enterprise programmes that empower young people to learn, earn and thrive. We provide opportunities to develop the skills and confidence to succeed and deliver tangible employment outcomes, supporting young people to build their own futures.

We work with a mixture of governments, NGOs, and corporate partners and employers on our programmes and are increasingly thinking about how we can support the creation of green jobs to help deliver the low carbon transition.

See our [website](#) for details of our programmes and case studies celebrating some of the amazing achievements of a selection of young people.

## **Purpose of the Role**

The Deputy Director of Global Delivery plays a pivotal leadership role in ensuring King's Trust International's global programmes are delivered safely, effectively and with measurable impact. Sitting at the heart of our delivery model, the role provides strategic oversight and operational excellence across all regional delivery portfolios (i.e. Africa, Asia & the Middle East, the Caribbean, and Europe) working through our network of in-country delivery partners.

This role ensures that every programme delivered under King's Trust International's framework is consistently high quality, culturally responsive and outcomes-driven, meets our minimum standards, and reflects our core methodologies. As the strategic lead for regional delivery, the role holder ensures that delivery is:

- compliant
- financially sound
- contractually accurate
- risk managed
- aligned with our organisational strategy and global framework

The Deputy Director acts as a key integrator across the organisation, building strong and collaborative relationships with Finance, Safeguarding, Impact, Digital & Design, Marketing & Communications, and Fundraising. Through rigorous oversight, coaching, performance management and support, the role ensures regional leads and their teams are equipped to deliver exceptional results, have a 'can do' attitude to addressing any challenges that may arise, and adopt learning and innovation to improve programme effectiveness.

This role also champions diversity, equity and inclusion across regional delivery, ensuring our programmes reflect and respond to the socio-economic realities and cultural contexts of the young people and communities we serve. The role is central to maintaining trust with our partners, funders and stakeholders, ensuring KTI's reputation remains strong, credible and globally respected.

## **Key Relationships**

- KTI Board of Trustees
- KTI's regional stakeholders
- KTI's Risk & Audit Sub-Committee of Trustees
- KTI's Fundraising Sub-Committee of Trustees
- KTI's Senior Leadership Team
- KTI's Safeguarding, Safety and Security functions
- Key stakeholders & delivery partners in other countries, including government, education and employment agencies
- KTI funders

## **Key Areas of Responsibility**

### **Strategic & Operational Leadership**

1. Provide strategic leadership and oversight of all regional delivery, ensuring that planned delivery is high quality, aligned with organisational standards and frameworks, and consistently monitored against KPIs, outcomes and agreed milestones.
2. Lead and empower the regional leads promoting a culture of accountability, high performance, cross-regional learning and continuous improvement. Provide coaching, challenge and guidance to ensure effective programme oversight, partner relationship management, and performance management of colleagues.

3. Accountable for the implementation of regional delivery strategies that respond to local socio-economic contexts, align with KTI's global strategy, and ensure young people are equipped with the skills, opportunities and pathways they need for the future world of work.

### **Financial & Contractual Accountability**

4. Ensure robust financial oversight across all regions, including accurate budgeting, forecasting and monitoring of expenditure and income. Work closely with the Senior Head of Finance to ensure value for money, financial compliance and timely reporting.
5. Oversee the development and approval of all legal partnership agreements, ensuring they are aligned with approved budgets, reflective of agreed deliverables, and reinforce our strategic priorities and minimum standards.

### **Partner Relationship Management & Quality Assurance**

6. Ensure all delivery partners meet KTI's minimum standards across safeguarding, programme quality, monitoring and evaluation, financial management and youth participation. Conduct spot checks and quality assurance reviews to ensure compliance and address areas of risk.
7. Strengthen partner capacity and organisational effectiveness, embedding equitable partnership practices and supporting improvements in programme design, delivery, safeguarding, and impact measurement.
8. Monitor performance against KPIs and outcomes, identifying early indicators of any issues and working with regional leads to co-develop corrective action plans. Champion best practice and promote cross-regional learning.

### **Safeguarding, Risk & Compliance**

9. Work closely with the Head of Safeguarding to ensure a safeguarding-first culture across all delivery. Ensure that all partners and regional teams fully implement KTI's safeguarding minimum standards, risk management approaches and reporting requirements.
10. Maintain strong oversight of operational risk across regions, escalating significant concerns appropriately and ensuring mitigation strategies are in place and regularly reviewed.

### **Collaboration & Cross-Functional Leadership**

11. Liaise closely with Impact and Digital & Design teams to ensure that monitoring and evaluation, programme content, digital tools and delivery processes are well integrated, effective and consistently applied across regions.
12. Collaborate with Marketing, Communications and External Affairs to ensure regional delivery activity is communicated effectively and ethically, aligning with youth participation principles and safeguarding standards.
13. Work with the fundraising team on concept development, proposals and budgets, ensuring opportunities are strategically aligned, operationally viable and grounded in our core offer. Support the design of global and regional bids and provide leadership in identifying innovative and scalable delivery opportunities.

### **People Leadership & Culture**

14. Lead, manage and develop high-performing regional teams, ensuring priorities are clear, workloads are manageable and performance is consistently reviewed. Address underperformance promptly and fairly.

15. Champion equity, diversity and inclusion across all aspects of delivery, ensuring our work is representative, accessible and responsive to the diverse communities we serve.

## General

16. Ensure adherence to all organisational policies, including GDPR, data protection and safeguarding, and model behaviours that uphold KTI's values and cultural expectations.
17. Carry out additional responsibilities as reasonably required, supporting the organisation's strategic priorities and contributing to cross-organisational initiatives.

## Budget

Responsible for managing the relevant project budget within the financial management guidelines, and for supporting the King's Trust International team to maximise draw down on the relevant funding contract.

## Person Specification

Please reference all essential criteria in your application as a minimum, and please note that **(S)** indicates priority initial shortlisting criteria

### Please read these notes carefully:

The King's Trust International is committed to representing, at all levels, the global communities and young people that we serve. We value transferable skills and know that women, gender non conforming folx, disabled and global majority/ Black, Indigenous and People of Colour (BIPOC) / racialised people are statistically less likely to apply for a role if they feel that they do not meet at least 90% of criteria on the job description/person specification. We are dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging - so we only include essential criteria on our person specification that is genuinely required to do the job. We focus on your aptitude, transferable skills and behaviours to assess your potential with us.

Essential criteria describes the skills, knowledge or qualifications that are necessary to do the role. Some criteria will be assessed at the shortlisting **(s)** stage and this will be based on the information you have provided in your CV and supporting statement. Skills or experience can be gained in a variety of ways, in your personal life as well as professionally. Do not just say, for example, 'I have good communication skills.' Tell us how you have gained experience or used a particular skill or knowledge. Other criteria may be assessed as part of an assessment **(a)** or at interview **(i)**. Desirable criteria will only be used where a large number of people meet all the essential criteria, or at interview to differentiate extra skills. **As a minimum, address how you meet all essential criteria in your application.**

The successful candidate will be experienced in international development and a motivational leader. They will have a strong understanding of the challenges facing marginalised young people internationally and a desire to enable youth voices to be heard, keeping their needs at the heart of any decision making. They will have the ability to quickly establish excellent rapport and working relationships amongst internal and external stakeholders and track record of delivering successful interventions at scale within an International INGO.

## Essential Criteria

Criteria	Why is this needed?	How will this be assessed?
<b>Skills and Knowledge</b>		
Exceptional communication skills with an ability to communicate fluently, confidently and succinctly to a wide range of people including senior stakeholders and government bodies.	Explaining KTI's mission, strategy and future plans is critical to our growth strategy.	S, I

Knowledge of education, employability and enterprise programmes for young people in an international context.	KTI's core offer is programmatic; authentic understanding of the challenges and opportunities is essential.	S, I
Strategic thinker with the ability to see the bigger picture, challenge assumptions, spot trends and develop pathways to success.	Global delivery is influenced by varying external factors; strategic agility is critical.	I
Keen understanding of cultural differences and ways of working.	Ensures culturally responsive delivery that reflects local contexts and diverse communities.	S, I
Ability to motivate a high-performing team, with evidence of successful matrix management.	Cross-regional and cross-functional leadership is essential for integrated delivery.	S
Strong financial acumen, including managing multi-regional budgets, forecasting and ensuring value for money.	The role holds accountability for budget oversight and financial compliance.	S, I
<b>Experience</b>		
Experience of delivering successful culturally responsive interventions for young people in an international setting.	Ensures delivery is impactful and aligned with young people's needs.	S, I
Experience of delivering growth plans and scaling interventions in multiple locations.	KTI requires strategic scaling with quality and consistency.	S, I
Experience building strong and lasting relationships with partner organisations, driving alignment and growth.	Partnerships underpin delivery; strong relationship-building enhances impact.	S, I
Experience delivering institutionally funded projects with appropriate compliance, quality and reporting structures.	Supports diversification of income streams and high-quality grant delivery.	S, I
Experience of strong performance management, including supporting growth and addressing areas not meeting expectations.	Ensures accountability, development and consistent standards across teams.	I
<b>Competencies and Behaviours</b>		
Empathetic and inclusive leadership approach.	Regional delivery interacts with diverse global communities; inclusive behaviour is vital.	I
Authentic and values-driven with high integrity.	The role requires trust, credibility and alignment with KTI values.	I
Highly organised with exceptional prioritisation skills.	Balances robust processes with innovation and fast-moving operational needs.	S, I
Ability to manage ambiguity and adapt quickly in a fast-changing global context.	Delivery environments shift rapidly; the role requires agility and problem solving.	I

## Desirable Criteria







Criteria	Why is this needed?	How will this be assessed?
Knowledge of compliance, contractual agreements and risk management in an international NGO or delivery setting.	Supports effective oversight of partner agreements, risk mitigation and safe delivery.	S, I

Digital literacy and understanding of digital tools in programme delivery and monitoring.	Ensures alignment with Digital & Design and supports effective global delivery.	S, I
Experience in safeguarding leadership and ensuring safe delivery through partners.	Reinforces KTI's safeguarding-first approach and minimum standards.	I
Ability to analyse and interpret data to inform decisions and improve delivery.	Supports collaboration with Impact and data-driven decision making.	S, I
Experience in bid development or co-creating proposals with fundraising teams.	The role contributes to funding opportunities at regional and global levels.	S

## 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.

 Youth-centred	 Nurturing partnerships	 Impact	 Diversity	 Honesty	 Integrity
We believe in placing youth at the centre of all activities and decisions	We value robust relationships based on mutual trust and respect	We focus our passion and attention on what we believe will create a positive impact	We understand, value and promote diversity of experience and thought to enable our staff, partners and young people to thrive and achieve their full potential	We value sincere, authentic and straightforward communications and behaviours	We believe in applying strong morals, high standards and ethical principles to our work

We are committed to equality, diversity and inclusion. We want to be an organisation that is representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability including neurodiversity, ethnicity, gender, socio-economic background and perspective. We want to ensure that everyone can be their authentic selves at work.

We are a Race at Work signatory and a Disability Confident employer. Our staff and volunteers are supported by PT CAN (our Cultural Awareness Network), PT GEN (our Gender Network), PT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQ+ Network). Talk to us about flexible working hours.






### THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust International is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a basic Disclosure. Having a criminal record will not automatically exclude applicants.

### OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public.

These are our core behaviours for all staff.

 <p><b>Effective communicators</b></p>	 <p><b>Approachable</b></p>	 <p><b>Solution-oriented</b></p>	 <p><b>Inclusive</b></p>	 <p><b>Emotionally intelligent &amp; resilient</b></p>
<p>We demonstrate an open, honest, jargon-free and clear communication style to build rapport and nurture partnerships with internal and external stakeholders.</p> <p>We communicate core expectations, for example around safeguarding, clearly and effectively to ensure young peoples' safety is at the centre of our work and never compromised.</p> <p>We value the importance of transparency, honest feedback, setting clear expectations, understanding roles and responsibilities, and speaking up for what we believe is right.</p>	<p>We demonstrate characteristics of open-mindedness, respect and honesty to anyone wishing to approach us.</p> <p>We apply our behaviours to support this by being mindful of our own reactions and being receptive to ensure people want to engage with us, we actively listen and demonstrate our appreciation of their input.</p>	<p>We focus our energy on enabling solutions to the challenges we meet.</p> <p>We demonstrate leadership by owning our work, taking responsibility for our actions and pro-actively engaging with our stakeholders and partners to gain deep understanding of the environments we work in and the young people we work for.</p> <p>We support our partners, colleagues and youth in solving problems and delivering impactful programmes.</p> <p>We plan and adapt our interventions and processes and employ proactiveness to enable the most meaningful outcomes.</p>	<p>We value different backgrounds, experiences and opinions and believe that these will make us better equipped to make quality decisions, apply sensitivity to context and mutual exchanges, as well as recognise potential throughout our organisation and our partnerships.</p> <p>We actively invest in rapport building with all stakeholders and strive to support team work internally and externally.</p> <p>We respect others and our planet. We apply humility and empathy and strive for reciprocity and equality in all exchanges.</p>	<p>We nurture awareness and reflection, including being mindful of self-biases, cultural differences, as well as our own and other people's circumstances.</p> <p>We foster the capacity to be aware of, control, and express our emotions, and to handle interpersonal relationships judiciously and empathetically.</p> <p>We use emotional intelligence to build resilience. We risk making mistakes as a way of learning.</p> <p>We celebrate creativity, curiosity, eagerness to learn and open-mindedness.</p>