

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Delivery Partnership Development Manager	PAY BAND:
FUNCTION:	Delivery Partnerships	Support Delivering
THE TEAM:	The Delivery Partnership Development Team is responsible for our delivery partnerships employability strategy across England, enabling partnerships with employers and providers that deliver opportunities for young people and are commercially viable for the Trust.	Specialist/Managerial Technical Lead/Function Head Senior Leadership Team









WHERE YOU WILL FIT

Director of Delivery	Country Director	Head of Delivery – Partnership Development	Delivery Partnership Development Managers	Youth Development Leads (where applicable)
	Senior Head of Delivery – Partnership Development			

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

The team develop high-quality partnerships with employers and providers in a range of sectors who deliver exceptional services and job outcomes that benefit young people, supporting them into long term careers. Developing partnerships through a commercial mindset allows us to maximise the funds the Trust has available, enabling us to reach and support more young people

WHAT WILL YOU DO?

-  Liaise closely with the local delivery teams to understand their plans and priorities.
-  Work collaboratively with other delivery colleagues to ensure plans align with our priorities, organisational strategy, and place-based focus.
-  Establish & develop partnerships with employers with entry level vacancies and other training partners in a range of sectors across agreed metro & high need areas.
-  Ensure The Trust is connected to networks within a wide range of sectors to provide high quality employment, training, and work experience opportunities for young people.
-  Work closely with a wider team of Delivery Partnerships Development Managers to share best practice and engage national partners with vacancies.
-  Onboard and monitor the performance of employers and partners, including areas of delivery, compliance with our policies, values, Health and Safety and safeguarding.
-  Actively role model best practices in operating in a safe & compliant way, ensuring relevant policies and practices are adhered to delivering maximum service for young people.
-  Capture information on new partnerships and activity to enable accurate reporting on impact, finance, and contracts.
-  Champion and advocate Equality, Diversity, and Inclusion by encouraging positive change through implementation of local action plans supporting our overall aims within EDI.

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?
Understanding and knowledge of a key employment sector	To increase our connections and partnerships in this key sector
Effective data analysis skills and ability to interpret complex information to improve service delivery	You will need to interpret and present insight and data on employment & labour markets in the city region to drive improvements across our services
The ability to develop detailed proposals, budgets, and partnership agreements alongside using project plans and interpreting financial information.	You will be responsible for developing proposals and drafting agreements which engage new partners and employers
Commercial acumen with ability to communicate, network and collaborate with multiple stakeholders internally and externally	You will seek new opportunities and partnerships with training partners and employers across a range of sectors which create employment opportunities for young people
Knowledge of Safeguarding, Health & Safety practices, and a strong understanding of the value of Equality Diversity and Inclusion in the workplace	To ensure The Trust safeguards staff, young people, volunteers and engages employers or training partners who do the same
Experience	Why do we need this?
Extensive knowledge of recruitment and career pathways for young people	You will be engaging multiple partners in different sectors and influential networks as well as managing national partnerships
Translating strategy into deliverable operational initiatives and plans	To ensure new partnerships add meaningful value to young people's journeys
Deep knowledge, understanding and empathy of the current issues and barriers faced by young people across the UK	We want you to care deeply about making a lasting change to young peoples' lives and understand the lifechanging role your team plays in supporting young people every day

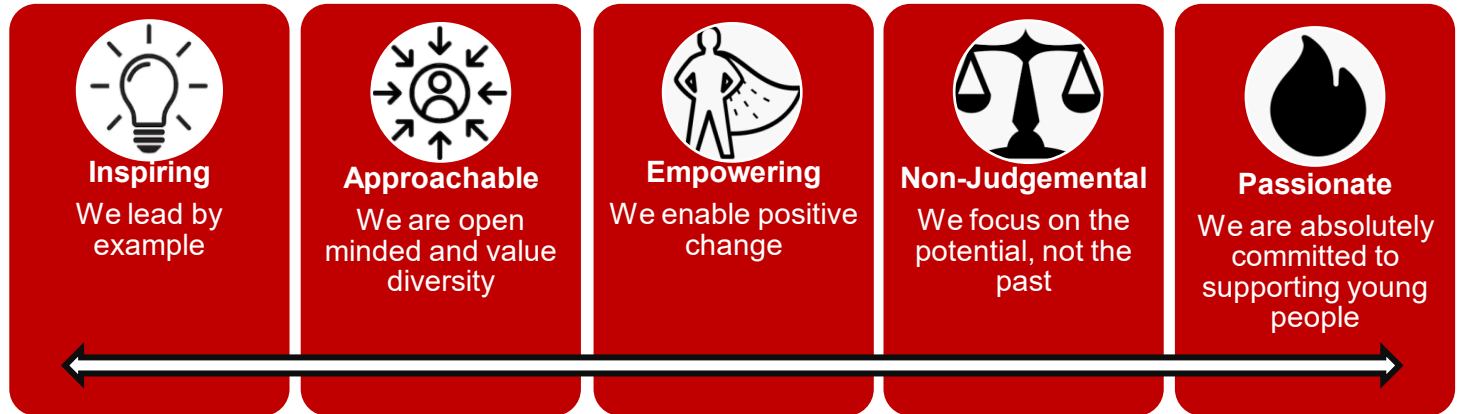
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience in using a charity sector CRM system	To manage partnership information effectively
Evaluation and impact measurement of partnerships and relationships	To ensure we understand the impact and performance of our partnerships
Skills & Knowledge	Why do we need this?
First-hand experience with the young people we help	We expect you to have a deep understanding of the issues that young people are currently facing – if you have first-hand experience then it would be even better

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 specialist/managerial 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 a passion for what we do</p> <p>You keep young people and our end goal in mind</p> <p>You build trust in others through reliability and holding self-accountable for success</p> <p>Resilient in the face of challenges, not taking constructive criticism personally</p> <p>You're authentic and bring unique talents to work, encouraging others to do the same</p> <p>You role model integrity and act according to our Values</p>	<p>You champion change initiatives and help others see the benefits and opportunities</p> <p>You take an entrepreneurial approach to improving how we do things</p> <p>You seek opportunities to enhance your own development and build expertise</p> <p>You role model a positive and constructive approach to giving & receiving feedback</p> <p>You support others in adapting to change</p>	<p>You're approachable, clear, and assertive</p> <p>You cascade important and relevant information to others clearly and swiftly</p> <p>You treat people as individuals, tailoring communication and influencing style accordingly</p> <p>You communicate difficult messages and challenge others' thinking effectively</p> <p>You listen to and empathise with others to understand the root of situations before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You manage the expectations of others, gaining buy-in where required</p> <p>You share knowledge and information</p> <p>You build and invest in relationships across The Trust</p> <p>You use awareness of how your own team fits within the wider organisation to find solutions</p>	<p>You translate The Trust's long-term vision and strategy into actionable plans & targets</p> <p>You take responsibility for making and implementing logical, data-based decisions</p> <p>You're flexible and responsive as priorities and requirements change</p> <p>You seek solutions and solve problems, empowering others to do the same</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.