YOUR NEW ROLE AT THE TRUST

JOB TITLE:	**Employer Partnerships Manager**	**PAY BAND:**
FUNCTION:	Delivery	Support Delivering **Specialist/Managerial** Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Employer Partnerships team connects young people with employers by building sustainable regional partnerships. Our work creates pathways into employment and supports young people to achieve their potential.	

WHERE YOU WILL FIT

Director of Delivery UK	Director of Jobs Guarantee	Senior Head of Employer Partnerships	Head of Employer Partnerships Head of National Employer Management	**Employer Partnerships Manager**

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

By building and managing strong employer relationships, sourcing job opportunities and working closely with delivery colleagues, you will help young people move into sustainable employment and stay in work.

WHAT WILL YOU DO?

- Build strategic employer and stakeholder relationships within a geographical area that create sustainable employment opportunities for young people.
- Lead employer engagement activity, collaborating with internal teams, including Corporate Partnerships, and external partners to align activity, achieve shared objectives and increase employment opportunities for young people.
- Develop scalable employment pathways linking young people to jobs, apprenticeships, and work experience opportunities.
- Achieve job sourcing, vacancy generation and employment outcome targets within a defined geographical area through effective employer management, contributing to delivery across the contract.
- Maintain accurate records and evidence of employer activity to meet contractual reporting requirements in a fast-paced environment.
- Ensuring best practices in how to operate in a safe & compliant way delivering maximum value for young people & The Trust (safeguarding, personal data, risk management).
- Advocate for Equality, Diversity, and Inclusion (EDI) and drive positive change in increasing representation and broadening our reach.

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?
Ability to manage own workload, achieve KPIs and drive continuous improvement.	You'll drive vacancy, referral and employment outcome targets.
Strong understanding of local labour markets, sectors and recruitment trends.	You'll identify sectors with recruitment demand and opportunities for Young People.
Ability to develop and implement employer engagement and job sourcing approaches.	You'll build relationships that create sustainable opportunities for Young People.
Ability to interpret data and use insights to improve outcomes.	You'll use insight to improve team performance and contract performance.
Experience	**Why do we need this?**
Managing a portfolio of employers and sourcing new employment opportunities	You'll be responsible for building a pipeline of employment opportunities for Young People.
Delivering against targets	You'll have accountability for performance on sourcing job opportunities.
Experience working with public sector contracts	You'll understand funded programme requirements and reporting expectations and manage you work as necessary to contractual and compliance requirements.
Building large scale employment pathways and employer partnerships with SMEs and local businesses	You'll grow opportunities that meet participant and contract needs.

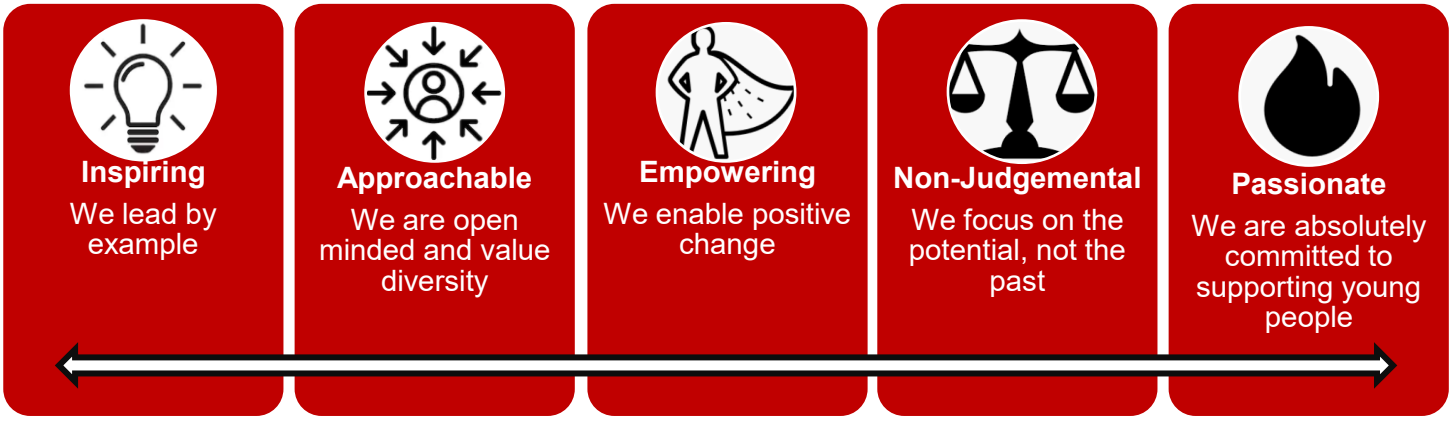
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience developing strategic partnerships	You'll grow sustainable employer relationships that support long-term outcomes.
Experience in youth employment programmes	You'll understand the challenges and aspirations of young people entering work.
Skills & Knowledge	**Why do we need this?**
Presentation and influencing	You'll represent the programme to employers, networks and stakeholder groups.
Partnership evaluation	You'll assess which partnerships deliver the greatest impact and value.

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

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.