YOUR NEW ROLE AT THE TRUST

JOB TITLE:	**Head of Employer Partnerships**	**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**	Employer Partnerships Manager

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

You will create opportunities for young people by developing employer partnerships that lead to jobs and career pathways. By leading regional employer engagement activity, you will help increase the number and quality of opportunities available through our programmes. Your work will enable delivery teams to support more young people into sustainable employment and positive outcomes.

WHAT WILL YOU DO?

- Lead employer engagement activity across the region to create sustainable job opportunities for young people.
- Manage and develop the Employer Partnerships Manager(s) to achieve agreed objectives.
- Deliver job sourcing targets and contribute to the team's performance and growth.
- Develop and implement regional job sourcing plans aligned to organisational priorities.
- Build strategic relationships with employers, industry bodies, and key stakeholders.
- Identify new opportunities that increase employment outcomes and programme reach.
- Ensure employers receive a high-quality experience that supports long-term partnership retention.
- Use performance data and market insight to inform decision-making and continuous improvement
- Collaborate with delivery, fundraising, and partnership teams to maximise impact for young people.
- Provide reporting and updates on partnership performance, opportunities, and risks to senior leaders.

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?
Excellent relationship-building and stakeholder management skills.	Success in this role depends on establishing trusted partnerships that create opportunities for young people.
Strong understanding of job sourcing, workforce development and employer management approaches.	You will lead strategies designed to connect employers with talented young people and support recruitment needs.
Excellent leadership and people management skills.	You will be responsible for developing and motivating a team to deliver ambitious partnership goals.
Strong analytical and strategic planning skills.	You will use performance information and market insight to inform priorities and maximise impact.
Experience	**Why do we need this?**
Significant leadership experience managing high-performing teams across multiple locations.	You will lead a regional job sourcing function and need to create a high-performing team that delivers consistent results.
Proven experience developing strategic partnerships with employers or external organisations.	Building strong external relationships is critical to securing employment opportunities and achieving programme outcomes.
Experience achieving commercial, employment outcome, business development, or performance targets.	You will be accountable for delivering objectives and ensuring job opportunities are created for young people
Experience influencing and engaging senior stakeholders across multiple sectors.	You will represent The King's Trust with senior decision-makers and build support for our mission and programmes.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience working within employability, skills, education, or youth-focused services.	This would provide a deeper understanding of the barriers young people face when progressing into work.
Experience developing employer-led recruitment, placement, or skills initiatives.	This experience could help increase the range and quality of opportunities available to young people.
Experience working with corporate partners, industry networks, or membership organisations.	Existing knowledge of employer networks can support partnership growth and regional influence.
Experience working in the charity, public, or social impact sector.	An understanding of the sector can support effective partnership development and stakeholder engagement.
Skills & Knowledge	**Why do we need this?**
Understanding of regional labour market trends and employer workforce needs.	This knowledge can help identify sectors and opportunities with the greatest potential for young people.
Knowledge of government employment, skills, or workforce initiatives.	This can support the development of relevant partnerships and identify opportunities for growth
Understanding of equality, diversity and inclusion in employment.	This supports our ambition to create inclusive opportunities for young people from diverse backgrounds.

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.