



START SOMETHING

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Delivery Manager – Partnership Development	PAY BAND:
FUNCTION:	Delivery Partnerships	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Prince's Trust Delivery Team changes young lives. Both directly and through partnerships, we support thousands of young people across the UK, every year.	

WHERE YOU WILL FIT

CEO	Director of Delivery	Head of Delivery	Delivery Manager – Partnership Development	Youth Development Leads
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Since 1976, our Delivery Teams have given over 1 million young people hope for the future. You will deliver services to thousands of young people aged 11-30 in communities all across the UK. Your work will inspire and create opportunities within Education, Enterprise and Employability giving them the skills, knowledge and confidence to achieve their goals.

WHAT WILL YOU DO?

-  Develop and establish new service delivery partnerships in target sectors as identified through the development of local place based delivery plans.
-  Liaise closely with delivery teams and the programme development team to ensure the Employability & Education propositions can be driven forward across each area of focus.
-  Lead and inspire a team of Youth Development Leads to deliver a localised partnership plan by setting clear objectives and effectively managing performance against targets set.
-  Ensure The Trust is connected to employers and employment networks to be able to provide great employment, training, and work experience opportunities for young people.
-  Capture information on new partnerships and activity to enable accurate reporting on impact, finance and contracts.
-  Champion and advocate Equality, Diversity, Inclusion (EDI) by encouraging positive change through the implementation of local action plans that support our overall aims within EDI.
-  Actively role model best practice in operating in a safe & compliant way, ensuring relevant policies and practices are adhered to delivering maximum service for young people.
-  Onboard and monitor the performance of partners including areas of delivery, compliance with our policies, values, Health and Safety and safeguarding.
-  Work collaboratively with other delivery colleagues to ensure plans align with our priorities, organisational strategy and place based focus.

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?
Broad understanding and knowledge of growth employment sectors.	To increase our connections and partnerships in key sectors.
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.
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 in growth industries 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 work place.	To ensure The Trust safeguards staff, young people, volunteers and engages Partners who do the same.
Experience	Why do we need this?
Managing a diverse team that could be based across multiple locations including effective performance management and development.	You will line manage a team of Youth Development Leads who will require pastoral support, clear objectives setting and performance management alongside supporting their career development.
Translating strategy into deliverable operational initiatives and plans.	To ensure new partnerships add meaningful value to young people's journey.
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 of 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?



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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 Prince'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 PT CAN (our Cultural Awareness Network), PT GEN (Gender Equality Network), PT 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 in 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 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</p>	<p>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 own development and build expertise You role model a positive and constructive approach to giving & receiving feedback You support others in adapting to change</p>	<p>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</p>	<p>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</p>	<p>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</p>

THE WELFARE OF OUR YOUNG PEOPLE

The Prince'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 in accordance with 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.