

## YOUR NEW ROLE AT THE TRUST

<b>JOB TITLE:</b>	Delivery Mobilisation Lead	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Delivery	Support Delivering Specialist/Managerial
<b>THE TEAM:</b>	The King's Trust Delivery team changes young people's lives. They support directly, digitally and through partners and volunteers, thousands of young people across the UK each year to realise their potential.	<b>Technical Lead/Function Head</b> Senior Leadership Team












## WHERE YOU WILL FIT

CEO	Director of Delivery	<b>Delivery Mobilisation Lead</b>
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## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

By ensuring new programmes are set up effectively from day one, you enable consistent, high-quality delivery so young people access support that works in practice, not just in theory. You enable frontline teams and partners to deliver confidently and consistently, so young people get a high-quality experience wherever they are. By spotting and fixing issues early, you remove barriers that could get in the way of a young person's progress. Ultimately, you help turn ideas into real opportunities that move young people closer to jobs and brighter futures.

## WHAT WILL YOU DO?

-  Partner with senior colleagues to drive the effective mobilisation of Get a Job across UK delivery teams, optimizing the use of resources to maximise impact.
-  Shape and drive the execution of strategy through clear, practical plans for place-based teams, which enable us to meet our strategic goals, monitoring progress against these.
-  Own mobilization readiness across people, systems and partners, proactively identifying risks and leading mitigations and continuous improvement.
-  Drive cross-functional alignment with colleagues from across the organisation, including fundraising, programme design and finance, to ensure that the project goals and strategy are effectively executed through delivery.
-  Lead the delivery of high-quality programmes consistently and efficiently across regions and partners, optimising performance within agreed budgets.
-  Apply and embed tools and checklists to maintain delivery readiness and quality standards.
-  Capture learning and analyse insight from a range of stakeholders, combining this with data to implement improvements.
-  Develop capability in delivery teams, strengthening skills and confidence to embed this transformational change.
-  Provide leadership to drive delivery forward, guiding teams and building confidence to achieve outcomes.
-  Work across teams and functions to deliver plans and resolve complex challenges, shaping senior leaders decision-making.
-  Responsible for actively contributing to an equitable, diverse and inclusive workplace.

## 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 shape and drive delivery of strategy through clear, practical plans.	You'll make plans that frontline teams understand and can put into action.
Strong planning skills with experience managing timelines and competing organisational priorities.	You'll set timelines, track progress and keep mobilisation on track.
Confidence finding practical solutions quickly, involving influencing senior stakeholders and making decisions that will lead to improvements.	You'll spot problems early and work to ensure they are fixed effectively.
Clear and confident communicator, able to simplify complex ideas and share knowledge and expertise across the organisation.	You'll explain changes in a way that feels clear and useful to teams.
Experience	Why do we need this?
Experience setting up new programmes from planning through to launch.	You'll lead mobilisation and make sure new programmes are ready to go live.
Experience helping teams adopt new ways of working.	You'll support teams through change and help them feel confident in delivery.
Experience working with different teams, leaders and partners at a senior level and confident in building networks.	You'll build relationships and align people to make delivery work smoothly.
Experience using feedback or data to generate useful insight and using this to improve delivery.	You'll learn from early delivery and help improve programmes over time.






### WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience in engaging employers to create opportunities and pathways.	You'll lead relationships that open up job opportunities for young people.
Experience working with external partners to deliver shared goals.	You'll lead alignment with partners to ensure effective delivery.
Experience using effective approaches to organise work and track progress.	You'll guide teams to stay on track and take action where needed.
Experience leading or supporting pilots and adapting based on learning.	You'll lead improvements by testing, learning and refining delivery.
Experience building confidence and capability in teams.	You'll support and guide staff to feel confident delivering new programmes.
Experience navigating across teams in complex organisations.	You'll lead alignment across teams to move delivery forward.
Skills & Knowledge	Why do we need this?
Confidence using data and feedback to understand performance.	You'll use insight to lead improvements and strengthen outcomes.
Good understanding of frontline delivery settings and challenges.	You'll shape decisions so programmes translate into real delivery environments

# 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.

 <p><b>Inspiring</b> We lead by example</p>	 <p><b>Approachable</b> We are open minded and value diversity</p>	 <p><b>Empowering</b> We enable positive change</p>	 <p><b>Non-Judgemental</b> We focus on the potential, not the past</p>	 <p><b>Passionate</b> We are absolutely committed to supporting young people</p>
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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
<p>You inspire others through passion for what we do. You keep young people and our end goal in mind.</p> <p>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</p>	<p>You understand the internal &amp; external factors that demand change and innovation from The Trust You lead change processes with skill &amp; 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.</p> <p>You encourage a culture of constant improvement. You role model a positive &amp; constructive approach to giving and receiving feedback</p>	<p>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</p>	<p>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</p>	<p>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 &amp; 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</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.