

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Design Lead - Mentoring	PAY BAND:
FUNCTION:	Programme Development	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Propositions and Impact team is responsible for ensuring that our proposition to young people has the greatest impact for every pound spent. You will lead the development and continuous improvement of our Mentoring offer ensuring they meet the needs of Young People, that they are fundable by our supporters, and that we can measure and demonstrate their impact.	









WHERE YOU WILL FIT

CEO	Director of Propositions and Impact	Design Lead - Mentoring	Design Manager - Mentoring
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

We recently announced a multi-year initiative aimed at will driving a UK-wide effort that will inspire businesses and communities to come forward and provide young people with the support and opportunities they need to thrive. As Design Lead, you will be responsible for designing, piloting and launching three new and enhanced offers to strengthen engagement, impact, and scalability across our provision: Future Ready (an in-school experience), Digital Micro-mentoring (a flexible online mentoring model for young people aged 16+), and Progression Mentoring (reviewing and improving our current model with clearer pathways and stronger corporate partner engagement).

WHAT WILL YOU DO?

-  Take ownership of the design, pilot and launch of three Trust mentoring initiatives: Future Ready, Micro-mentoring and Mentoring.
-  Be accountable for defining and delivering a roadmap for your work, aligned with colleagues across functions, ensuring delivery is successful.
-  Ensure that there is a coherent framework and approach for involving youth voice and insight in the design and development of our mentoring offers.
-  Collaborate closely with delivery staff, delivery partners, employers and funders across the UK to ensure their voices are heard and reflected in our models.
-  Adopt a commercial mindset in design, ensuring that anything designed or developed is effective for young people and maximises funding opportunity.
-  Alongside key leaders across the organisation, provide leadership to ensure aligned decisions and approaches across the programme of work.
-  Lead and performance manage a Design manager.
-  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?
Expert design skills including service design, journey mapping, learning design, change management and knowledge of user-led service design	You will be responsible for ensuring the best use of design thinking to drive the development of our end-to-end mentoring offer
Advanced delivery management skills, with the organisational and problem-solving skills and knowledge to deliver complex projects on schedule	You will need to ensure that multiple design and development workstreams and priorities are completed effectively and efficiently
Advanced stakeholder management and communication skills with the ability to communicate clearly and influence senior stakeholders	You will need to ensure buy-in and understanding of significant internal and external stakeholders to support the change
Proven expertise in conducting user research and in the research process with an ability to turn insight into a clear recommendation	You will need to lead on conducting user research and ensure youth insight is used to drive tangible improvements
Experience	Why do we need this?
Significant experience in design and development including a user-centred design approach	The confidence and experience to do this is key to the success of the role
Experience leading and working in agile multi-disciplinary teams and on projects that have improved the impact of services	You will be leading your own workstreams while also supporting workstreams led by others, which will require balance
Experience in solving complex problems using quantitative and qualitative research and insight	Problem-solving and bigger-picture thinking using research and insight will be key to strong design and development solutions.
Experience working collaboratively with stakeholders to understand user needs, reach consensus & drive alignment	You will need to work with a number of internal and external stakeholders all of whom are critical to the project's success

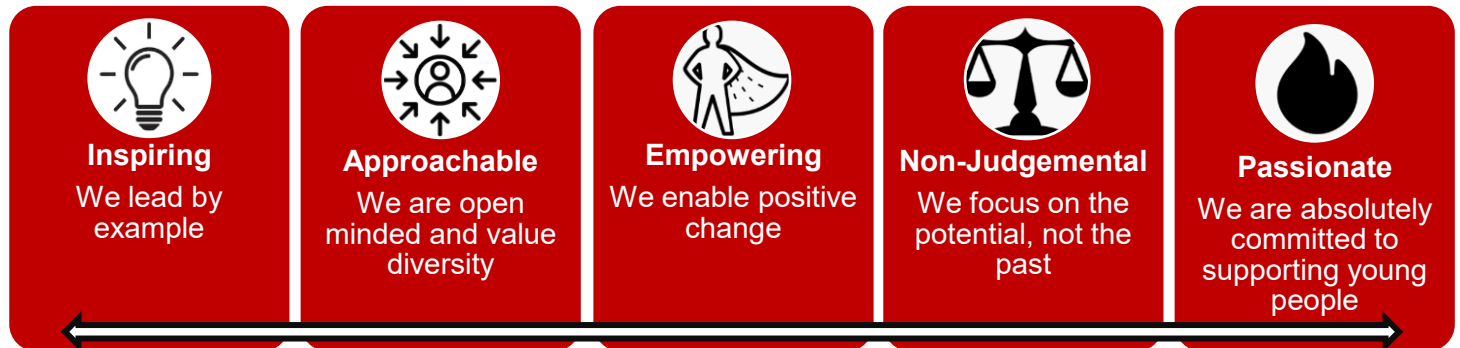
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience working on large public sector contracts and/or mixed funding models combining private and public funding	This work is funded through a combination of public and private sector funding and you will be expected to support meet contract requirements, support reporting and maximise draw down
Experience designing and implementing large scale volunteering models	You will be the lead in charge of our future facing mentoring offers

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
<p>You inspire others through passion for what we do.</p> <p>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.</p> <p>Resilient and determined in the face of challenges.</p> <p>You're authentic, bringing unique talents to work and encouraging others to do the same.</p> <p>Role models integrity and acts according to our Values</p>	<p>You understand the internal & external factors that demand change and innovation from The Trust</p> <p>You lead change processes with skill & positivity and help others see the benefits and opportunities.</p> <p>You take an entrepreneurial approach to improve how we do things.</p> <p>You take steps to further own development, coaching others to do the same.</p> <p>You encourage a culture of constant improvement.</p> <p>You role model a positive & constructive approach to giving and receiving feedback</p>	<p>You're approachable, clear, and inspiring.</p> <p>You effectively communicate information throughout The Trust</p> <p>You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way.</p> <p>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</p> <p>You bring the team together in pursuit of shared purpose.</p> <p>You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities.</p> <p>You share knowledge and information.</p> <p>You build a broad range of trusting relationships both across The Trust and externally.</p> <p>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.</p> <p>You make decisions through establishing facts, considering consequences, and making sound judgements.</p> <p>You address obstacles, finding workable solutions.</p> <p>You set quality standards & challenge others to maintain them.</p> <p>You empower the team and place trust in them to take ownership and deliver results.</p> <p>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.