

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Director – Jobs Guarantee	PAY BAND:
FUNCTION:	Delivery	Support Delivering Specialist/Managerial Technical Lead/Function Head
THE TEAM:	The Jobs Guarantee team delivers a national employment programme, supporting young people into sustained work while achieving contractual performance, quality, and outcome targets. The team drives measurable impact through high-quality delivery, employer engagement, and continuous improvement.	Senior Leadership Team

WHERE YOU WILL FIT

CEO	Director of Delivery – UK	Director – Jobs Guarantee	Jobs Guarantee team (TBC)
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

You will provide strategic leadership for the Jobs Guarantee programme, ensuring performance, quality and contractual outcomes translate into meaningful employment opportunities for young people. By driving a high-performance culture across internal teams and delivery partners, you'll maximise the scale, consistency, and impact of support. You will influence how services are designed, delivered, and improved, helping more young people achieve sustained employment and long-term success.

WHAT WILL YOU DO?

-  Lead delivery of the Jobs Guarantee contract, achieving agreed performance, quality, and outcome targets.
-  Manage strategic relationships with DWP, employers, partners, and contracted providers.
-  Ensure contract compliance, governance and safeguarding requirements are consistently met.
-  Accountable for programme performance, using insight and data to drive improvement and outcomes.
-  Lead implementation of effective delivery models and ongoing improvements to maximise efficiency and impact.
-  Ensure delivery operates within agreed financial controls, budgets, and funding requirements.
-  Provide performance and risk reporting to senior stakeholders and governance groups.
-  Develop and manage employer partnerships that create sustainable employment opportunities for young people.
-  Lead and develop a high-performing team, fostering an inclusive and accountable culture.
-  Contribute to organisational strategy and the wider employability activity.

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?
Strong contract management knowledge, including compliance, governance, and audit requirements.	To ensure consistent, high-quality delivery and outcomes across complex operations.
Strong financial management skills, including budget oversight and resource planning.	In order to achieve contractual commitments and maximise impact for young people.
Ability to use data and insight to drive performance, decision-making and continuous improvement.	To support collaboration, contract success, and sustainable employment opportunities.
Knowledge of government-funded employment programmes and outcome-based delivery models.	To drive performance while maintaining effective oversight and control.
Experience	Why do we need this?
Experience leading large-scale employability, employment, or skills programmes across multiple locations.	In order that contractual obligations are met and risks are effectively managed.
Experience delivering performance and outcome targets within complex, high-value contracts.	To deliver programme objectives within agreed funding parameters.
Experience managing strategic relationships with government bodies, employers, and delivery partners.	To improve outcomes and respond proactively to delivery challenges.
Experience leading multidisciplinary teams to fulfil contractual requirements and managing operational, financial and delivery risks.	You will need to ensure effective delivery within a public sector commissioning environment.

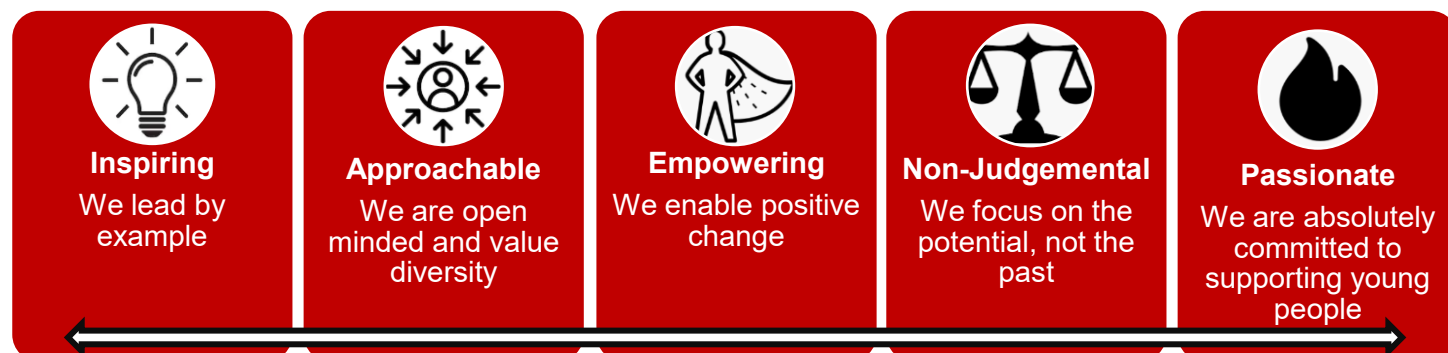
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience mobilising new contracts and implementing large-scale delivery models.	You will need to lead a smooth transition into delivery and early achievement of performance targets.
Experience managing subcontractor networks and partnership delivery arrangements.	To ensure consistent quality, accountability, and performance across delivery partners.
Experience leading service transformation or continuous improvement programmes.	You will be responsible for enhancing efficiency, quality, and participant outcomes.
Experience developing employer engagement strategies that support employment outcomes.	To increase access to sustainable opportunities for young people.
Skills & Knowledge	Why do we need this?
Knowledge of barriers faced by young people in accessing and sustaining employment.	In order to help shape effective and responsive support approaches.
Knowledge of the UK employability, skills, and welfare-to-work landscape.	This would help to inform strategic decision-making and partnership development.
Knowledge of social value principles within public sector contracts.	This would enable us to maximise wider benefits for young people, communities, and employers.
Knowledge of payment-by-results and commissioned service models.	This would support effective contract delivery and performance management.

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 Senior Leadership 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 your own role and young people You hold our commitment to help young people front & centre You lead a culture of honesty, respect, fairness, and trust You face challenges with dynamism and determination 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 drive organisational change and improvement based on a broad understanding of internal & external factors You balance entrepreneurship & innovation with consistency You lead a culture of continuously improving performance by learning quickly from mistakes You drive your own development & contribution to the sector You support the development of others & organisational knowledge You demonstrate self-awareness & act as a role model for giving & receiving honest feedback	You're visible, credible & inspiring in communicating the vision across The Trust You translate complex information and decisions into clear & engaging messages You adapt communication/influencing style to the audience to achieve impact You engage with alternate perspectives & constructively discuss difficult decisions You understand others' point of view and listen to their concerns / barriers before responding	You role model effective and mutually supportive teamwork with colleagues You build effective teams, encouraging collaboration throughout The Trust to break down silos You share knowledge & information, asking for help from others when needed You build internal & external networks in pursuit of partnerships that help us support young people You prioritise broader organisational agenda above own specialism	You build a vision for the future for your own team to achieve Trust-wide goals You develop strategies & plans for the long / medium term You seize opportunities that align with The Trust's vision You role model sound judgement & data driven decision making, making difficult or unpopular decisions when necessary You manage resources, taking a balanced approach to risk in order to achieve objectives You empower others through effective delegation or responsibility & decision making

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.