

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Employee Engagement Manager (Corporate Volunteering)	PAY BAND:
FUNCTION:	Fundraising, Brand & Marketing	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Employee Engagement team raises unrestricted funds and increases engagement with individuals via employee fundraising products such as Million Makers, corporate volunteering and chosen charity partnerships.	












WHERE YOU WILL FIT

Director of Corporate Partnerships	Senior Head of Employee Engagement	Head of Employee Engagement	Employee Engagement Manager
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Your role develops the key ways that corporate volunteers can have a meaningful direct impact on young people, e.g., through providing specific expertise, acting as a role model, and reviewing CVs and business plans. In doing so, your role increases engagement in our cause from individuals at our corporate partners and supports raising the income from those partners and individuals. This income is directed to young people who need our help.

WHAT WILL YOU DO?

-  Conduct research and evaluation to judge the effectiveness and ROI of our corporate volunteering offer in the corporate marketplace and in its impact on young people.
-  Develop and articulate the corporate volunteering proposition, including the target audience for different offers and any commercial or operational considerations of the offer.
-  Evolve our corporate volunteering offer to ensure increasing relevance and impact on corporate volunteers, corporate partners, and young people.
-  Recommend process improvements and ways of working changes to improve the effectiveness of the corporate volunteering offer.
-  Collaborate on the national strategy to increase the scale and impact of corporate volunteering at The King's Trust.
-  Collaborate with key internal teams and stakeholders at The King's Trust to facilitate strong buy-in and effective decision-making for the offer and associated implementation.
-  Support the team to hit key targets and goals for corporate volunteering.
-  Work with the corporate volunteering team to specifically support corporate volunteers in specific locations or programmes as required.
-  Communicate with and inspire the corporate partnerships team, operational teams, and corporate partners to participate in corporate volunteering.
-  Collaborate with account managers and key partners to ensure we deliver on key financial and corporate volunteering targets for our critical partners.
-  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?
Understanding of a range of design and evaluation methodologies used to evaluate, design, and innovate products.	Developing the best corporate volunteering portfolio requires the skills and knowledge to evaluate, research and then design products effectively.
Confident problem solver, fostering innovation and driving teams to try new ways of doing things.	Innovation cannot rely on one person so playing your role in fostering the right culture will be key.
An organised, strong project manager, with the ability to organise a range of stakeholders to facilitate decisions towards a common goal.	We will only achieve success with the right combination of goal clarity, effective use of resources, organisation, and planning of key projects.
Excellent relationship management and communication skills, with the ability to relate to people at all levels.	Working with others and communicating clearly and effectively is key to getting results.
Experience	Why do we need this?
Experience in service design, customer journey mapping, facilitating design workshops to make product development decisions (or equivalent)	This experience is critical to proving that you can do what is required in the role.
Experience of managing internal relationships and solving problems within multi-disciplinary teams.	You will solve numerous problems bridging the needs of partners, volunteers, and young people across multiple teams.
Demonstrable experience of project management over time, preferably within a customer service, product design or promotional campaign context.	You will be expected to deliver against challenging projects, involving multiple stakeholders and deadlines.
Demonstrable experience in developing and managing corporate volunteers in a charity or client management environment (or equivalent)	This demonstrates that you have the experience of the role context to be successful. We are open to creative ways of demonstrating equivalent experience.

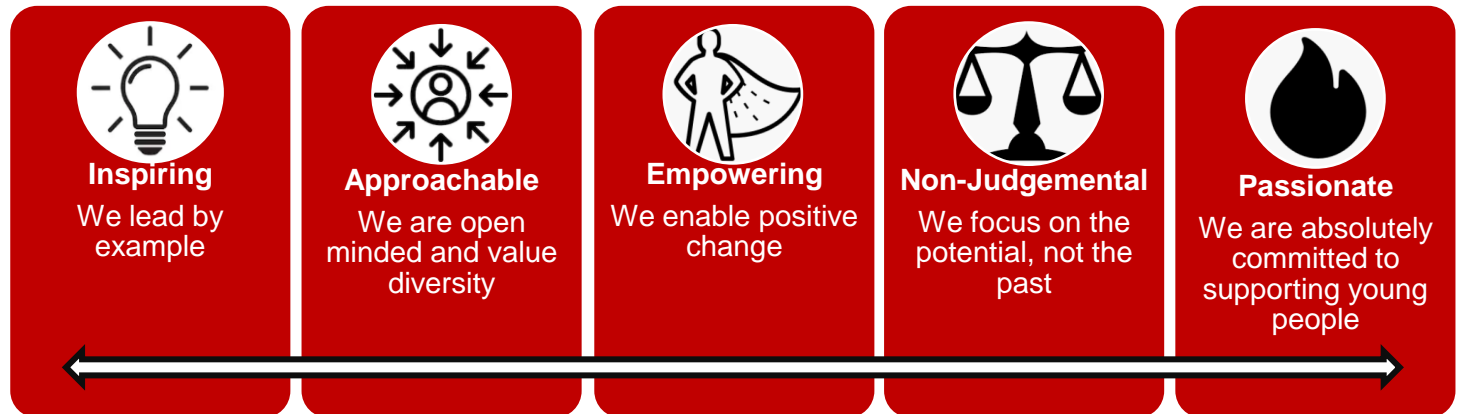
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience working with young people and volunteers.	This is useful for the context of the role.
Experience in projects involving developing digital content, tools, and channels to reach audiences and customers/beneficiaries.	The products and solutions will increasingly involve technology and digital routes, and knowledge of these is desirable.
Experience in tracking KPIs to improve performance over time.	You will be involved in tracking the performance and impact of corporate volunteering over time.
Experience of volunteering within a charity or mentoring setting.	This is useful for the context of the role.
Skills & Knowledge	Why do we need this?
The ability to line manage staff if required.	We may need you to cover line management for certain periods if required.
The ability to develop cost tools for products to make commercial decisions about the pricing of products for different markets.	We may need to develop a commercial offer for volunteering and commercial acumen is useful.
Specific understanding of mentoring/coaching or youth work methodology.	Many of our roles are mentoring/coaching/support based and knowledge of the principles that make those interventions successful is an advantage.
A working understanding of the effectiveness of a range of marketing and sales techniques.	The role will only succeed if we reach the right people with the right content so sales and marketing strategies and tactics are important.

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 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 a passion for what we do</p> <p>You keep young people and our end goal in mind</p> <p>You build trust in others through reliability and holding self-accountable for success</p> <p>Resilient in the face of challenges, not taking constructive criticism personally</p> <p>You're authentic and bring unique talents to work, encouraging others to do the same</p> <p>You role model integrity and act according to our Values</p>	<p>You champion change initiatives and help others see the benefits and opportunities</p> <p>You take an entrepreneurial approach to improving how we do things</p> <p>You seek opportunities to enhance your own development and build expertise</p> <p>You role model a positive and constructive approach to giving & receiving feedback</p> <p>You support others in adapting to change</p>	<p>You're approachable, clear and assertive</p> <p>You cascade important and relevant information to others clearly and swiftly</p> <p>You treat people as individuals, tailoring communication and influencing style accordingly</p> <p>You communicate difficult messages and challenge others' thinking effectively</p> <p>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</p> <p>You manage the expectations of others, gaining buy-in where required</p> <p>You share knowledge and information</p> <p>You build and invest in relationships across The Trust</p> <p>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</p> <p>You take responsibility for making and implementing logical, data-based decisions</p> <p>You're flexible and responsive as priorities and requirements change</p> <p>You seek solutions and solve problems, empowering others to do the same</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.