

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Head of Business Development (Financial and Industrial Services, Real Estate)	PAY BAND:
FUNCTION:	Fundraising & Marketing	Support Delivering Specialist/Managerial
THE TEAM:	Part of the wider Corporate Fundraising team, we are responsible for securing transformational, strategic partnerships.	Technical Lead/Function Head Senior Leadership Team

WHERE YOU WILL FIT

Director of Fundraising and Marketing	Director of Corporate Partnerships	Senior Head of Business Development	Head of Business Development	Senior Business Development Manager
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

We seek to secure sustainable and high value corporate partnerships, raising vital funds to run our programmes to support young people. We develop bespoke programme activity with our partners to upskill young people, build their confidence and connect them to positive outcomes. We also manage Leadership Groups who strategically improve our operations so that we are an effective and impactful organisation.

WHAT WILL YOU DO?

- 🏆 Deliver a mini team income target of £1m+ annually made up of multi-faceted, long-term new business partnerships.
- 🏆 Line manage a mini-team of Business Development Managers and/or Senior Business Development Managers
- 🏆 Lead substantial cross-organisational projects.
- 🏆 Support the Commercial Growth Strategy of the team and where relevant build commercial objectives into individual prospecting plans.
- 🏆 Provide leadership and strategic direction to your mini team to deliver against all performance measures.
- 🏆 Build and maintain a high performing team - attracting, developing, and retaining talent.
- 🏆 Develop sector strategies for the following key sectors: financial services, auto, real estate and energy.
- 🏆 Strategically coordinate and empower the team to nurture and develop a number of high-value, long-term corporate partnerships.
- 🏆 Use data and insight to manage a rich pipeline and deliver your sector strategies.
- 🏆 Provide accurate and timely performance reporting and forecasts.
- 🏆 Pitch partnership opportunities through impactful proposals, presentations, and visits with potential partners.
- 🏆 Leadership Group and/or senior volunteer management to unlock and convert new opportunities.
- 🏆 Responsible for actively contributing to an equitable, diverse and inclusive workplace.



**START
SOMETHING**

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?
Demonstrable flair for new business and perseverance in the face of setbacks and challenges.	Your role involves a substantial volume of new business - developing strategic, 6-figure+ partnerships
Long-term strategic thinking and strong negotiation skills.	Your role requires substantial internal negotiation to develop complex propositions.
Exceptional verbal and written communication skills.	You will communicate regularly with high level prospects and influencers, which needs to be compelling and clear with attention to detail.
Strong interpersonal skills, with an ability to build warm and authentic relationships with a wide range of people at all levels.	You will build trust and credibility with internal and external stakeholders - from young people and delivery staff, to prospects, senior volunteers, and Trustees.
Strong understanding of corporate responsibility, marketing, communications, and all aspects of CSR trends, specifically commercial and sponsorship and customer engagement.	You will ensure that The Prince's Trust is at the forefront of corporate partnership innovation and thought leadership.
Sector knowledge	Knowledge of key sector trends and opportunities related to sector strategies this role is responsible for
Experience	Why do we need this?
Experience of effective team management and/or complex projects.	You will set an example to the team and share knowledge and expertise to inspire and support others.
Experience of pitching and successfully negotiating to inspire people at all levels within the sectors this role is responsible for	You will create compelling proposals and successfully negotiate to win transformational partnerships.
Experience of managing senior volunteers/stakeholders at board level.	Your role sits within a team which specialises in 6-7 figure fundraising which frequently involves effective collaboration with influencers and board members.
Experience of monitoring and managing income targets, re-forecasting, and budgeting.	You will be responsible for your team's pipeline and forecast management to inform SMT of your progress.
Experience of effective team management and/or complex projects.	You will set an example to the team and share knowledge and expertise to inspire and support others.
Experience of building compelling asks responsive to donor interests and working within a complex organisation to deliver on these.	You will build proposals tailored to donor interests, often involving significant internal collaboration to develop new strategic projects undertaken by the charity.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of using a charity CRM system or equivalent (such as RE) to track and improve performance.	You will use a database, tracking and managing a pipeline, regularly recording actions and solicitation progress with prospects.
Skills & Knowledge	Why do we need this?
An awareness and appreciation of the ethical decision making associated with fundraising and preserving the reputation of an organisation.	All members of our fundraising team need to ensure that The Prince's Trust abides by its values and adhere to ethical fundraising processes determined by the charity.

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.



Inspiring
We lead by example



Approachable
We are open minded and value diversity



Empowering
We enable positive change



Non-Judgemental
We focus on the potential, not the past



Passionate
We are absolutely committed to supporting young people

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 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 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.