



**Head of Income
and Partnerships
Recruitment Pack**

*Enriching education
& raising aspirations*



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Chair's Welcome

Thank you for your interest in the role of Head of Income & Partnerships at Titan Partnership, and for taking the time to learn more about who we are and the impact we are striving to achieve. This is an important moment for Titan and we are delighted that you are considering joining us as we enter a new and ambitious phase in our development.

Titan is a place-based education charity rooted in North and West Birmingham. For more than two decades, we have brought schools and partners together to improve outcomes for children and young people, strengthen the local education workforce, and expand access to opportunity. Our work is grounded in collaboration, trust, and a deep commitment to the communities we serve.

Our new 2026–2029 Strategy sets a bold direction for the years ahead. It recognises the significant challenges facing young people in our area and commits Titan to playing a more active, visible, and influential leadership role in addressing them.

Over the next three years, Titan will deepen partnerships across schools, trusts, universities, employers, and civic organisations. We will strengthen and grow a local teaching workforce through high-quality Initial Teacher Training and professional development. We will expand enrichment, aspiration, and opportunity for young people across Perry Barr and Ladywood. And we will invest in our own organisational capacity to ensure we can deliver this work with clarity, confidence and impact.

The Head of Income & Partnerships will play a pivotal role in shaping Titan's future. We are looking for a motivated, relational, and strategic professional who can help us grow and diversify our income, strengthen our partnerships, and build a sustainable foundation for long-term impact. This is a rare opportunity to shape a new function from the ground up, working closely with the CEO and Board to develop a clear, ambitious, and achievable income strategy.

You will bring expertise, creativity, and confidence to a role that spans corporate partnerships, trusts and foundations, membership growth, and wider stakeholder engagement. You will help us build on Titan's strong reputation and deep local roots, ensuring we are positioned to seize new opportunities and develop meaningful, long-term relationships with funders and partners who share our mission.

If you are energised by the prospect of building something new, motivated by improving outcomes for children and young people, and excited by the opportunity to contribute to a respected and values-driven charity, we would be delighted to receive your application.

Thank you once again for your interest in Titan Partnership. We look forward to learning more about what you would bring to this important role.

Harriet McCann
Chair of Trustees, Titan Partnership



What We Do

Our Core Activity



Supporting Schools



Developing the Local Education Workforce



Inspiring & Supporting Young People



Connecting Education, Employers And the Wider System

Supporting Schools

Titan provides practical, collaborative support to help schools address shared challenges and improve outcomes.

Our work includes:

- Cross-phase forums, networks, and panels that enable schools to learn from each other
- SEND support, resources, and training
- Mental health and wellbeing initiatives
- Funded projects focused on inclusion, safeguarding, digital learning, and staff/student development
- Tailored support and member benefits that respond to school priorities

We act as a trusted convener and problem-solver, helping schools navigate complexity together.



Developing the Local Education Workforce

We are committed to building a strong, representative, locally rooted workforce.

Our activity includes:

- Initial Teacher Training (ITT) delivered through a high-quality, school-led programme
- Support for Early Career Teachers and leadership development
- Professional networks and CPD for teachers, SENDCos, office managers, and school business leaders
- Programmes that build skills, confidence, and long-term career pathways

Titan plays a vital role in ensuring Birmingham's schools can recruit, retain, and develop the staff they need.



 **TEACHER TRAINING**

Inspiring & Supporting Young People

We create opportunities that broaden horizons and help young people thrive.

This includes:

- Careers and skills programmes, employer engagement, and enterprise activities
- Careers fairs, post-16 support, and employability projects
- Enrichment events such as the long-running Titan Aston Olympians
- Awards, competitions, and celebration events that recognise achievement
- Partnerships that bring resources, networks, and experiences directly into schools



Our work helps young people access the enrichment, aspiration, and pathways they deserve.



Connecting Education, Employers, and the Wider System

Titan acts as a bridge between schools, employers, universities, and civic partners.

We:

- Facilitate employer forums and business engagement
- Create opportunities for schools to collaborate with industry
- Support joined-up approaches to complex challenges
- Strengthen relationships across the local education ecosystem

This system-wide approach is central to our place-based mission.





Our Values

We are **collaborative**. We believe in the power of collaboration and working together to transform education across Birmingham. By fostering strong partnerships and engaging our members, we create a supportive network that drives positive change.

We are **empowering**. We empower staff and students to reach their full potential. Through tailored support, personal development, and enriching activities, we enable individuals to grow, thrive, and achieve their goals.

We are **inclusive**. We are committed to inclusivity, ensuring that every school, staff member, and student, regardless of their background, has equal access to opportunities and support to realise their potential. We celebrate diversity and foster an inclusive environment that values and respects the uniqueness of each individual and our city.

We are **aspirational**. We encourage schools, staff, and students to strive for excellence. We believe in inspiring individuals to reach their potential and providing the necessary resources and support to turn those aspirations into reality.

Our Future Direction

Guided by our 2026–2029 Strategy, Titan is entering a new phase of leadership and impact.

We are focused and ready to:

1. Build organisational capacity and sustainability

Strengthening leadership, income generation and operational capacity so Titan can deliver consistent, high-quality support.

2. Clarify and deliver a compelling value proposition for schools

A clearer, stronger offer that provides practical benefit, insight and support aligned to school priorities.

3. Strengthen and lead a high-value partnership network

Deepening collaboration across schools, trusts, universities, employers, health and civic partners.

4. Provide active leadership and practical support

Moving beyond convening to offer guidance, direction and practical initiatives that help schools navigate shared challenges.

5. Strengthen the local education workforce and expand opportunity

Growing our highly regarded ITT offer, supporting a representative workforce, and expanding enrichment and aspiration for young people.

Titan's Head of Income and Partnerships will play a pivotal role in shaping our future, working closely with the CEO and wider team to unlock new funding, strengthen stakeholder relationships, and grow our offer so we can deliver greater impact for children and young people.

Our Current Team

We are a small but highly effective team working together to deliver our charitable objectives. Our current structure brings together experienced and knowledgeable people, leading and delivering excellence in all they do.

We are currently a team of six, with additional support from our specialist contractors that bring expertise at the points that it is needed. We are also recruiting for three new posts to help drive our work forward:

The **CEO** post to provide leadership in this exciting new phase of evolution

A **Head of Income and Partnerships** to power Titan forward as a sustainable and thriving organisation with support from a diverse range of funders

An **Events Coordinator** to support across all our delivery activity to ensure excellence in our outward facing activity



Job Description

This is a role for an experienced professional with a background in charitable income generation success, someone who enjoys building relationships, spotting opportunities, and turning ideas into income. We need you to bring skills, knowledge, networks, confidence, creativity and discipline, maximising on the deep roots and partnerships Titan has in Birmingham's education landscape. You will lead on corporate sponsorship, membership growth, trusts and foundations and grant programmes to build a sustainable pipeline that supports our mission now and into the future.

As this is a new role, you will have the autonomy to shape our approach, test ideas, and build the foundations of a sustainable income strategy. You will be supported by a committed CEO and Board who recognise the importance of investing in income generation.

You will need to demonstrate value by getting up to speed fast and working with the CEO to agree a clear model for sustainable income – ideally by the end of the initial 6 months there will be:

- An income strategy with agreed priorities, targets and performance indicators
- A realistic income pipeline in place
- Secured early wins across membership growth, corporates and trusts
- Increased visibility of Titan with key funders and partners
- Established systems, processes and reporting that set us up for long-term success

This role will be line managed by the CEO, working closely together to set a plan to power relationships and opportunities. Key to future success will be the delivery against the following responsibility areas:

General overarching activity:

- Work with the CEO to shape long-term income strategy
- Build and manage a multi-year income pipeline that provides a clear view to propositions and likely win rates to forecast and track progress against target
- Provide regular reports to CEO and Board on in-year progress and future view emerging
- Proactive scanning to identify new income streams and diversification opportunities
- Build strong, positive relationships with partners, funders and members
- Represent the charity at events, meetings and networking opportunities

Membership Growth (Schools & Education Partners)

- Develop and deliver a plan to grow our membership numbers
- Build relationships with schools, Multi Academy Trusts and education networks and wider stakeholders that are opportunity providers for young people
- Work with the team to create a compelling membership offer and engagement materials
- Track and report on membership growth and retention

Corporate Partnerships & Sponsorship

- Identify and approach potential corporate partners – locally (Birmingham has a strong employer base), regionally and nationally. Working to identify those that align to our values and purpose
- Develop sponsorship packages and partnership propositions that support philanthropic and shared value propositions for corporate partners, alert to opportunities for CSR/ESG alignment, employee engagement/skills-based volunteering
- Foster and manage relationships to maximise value and long-term sustainable support

Trusts, Foundations & Grants

- Research, identify and prioritise funding opportunities with key trusts, foundations and grant givers that align with our mission and values
- Develop a strong pipeline of prospects aligned to our strategy and goals, submitting high-quality applications, cases for support and reporting to CEO on outcomes and learning where not successful
- Establish and maintain excellent relationships with the network of funders and grant managers to build visibility and be positioned positively for new and emerging opportunities

The Person We are Looking For

We are looking for an experienced, motivated, relational and strategic Head of Income & Partnerships to grow and diversify our charity's income. Underpinning the skills and attributes must be an energetic and forward focused mindset, a person that thrives on challenge and is passionate about our vision, mission and purpose.

Essential

- Proven experience in charitable income generation, fundraising and partnerships
- Confident in corporate engagement and sponsorship development
- Strong track record with trusts, foundations and grant programmes
- Excellent relationship-building and communication skills
- Experience developing income pipelines and forecasting
- Ability to work to targets and deadlines with resilience and positivity
- Strong writing skills and attention to detail
- Motivated by the mission and able to get up to speed quickly

Desirable

- Experience working with schools or education partners
- Experience in membership growth or subscription-based models
- Knowledge of CRM systems and fundraising tools
- Understanding of charity finance and impact reporting

What Titan Can Offer

The Head of Income and Partnerships role offers a great opportunity to help shape the next chapter of Titan's impact, innovation and growth. You will have a solid foundation to build support from; Titan is a respected, long-standing education charity with a tested purpose and value in the area it serves. We have in place to support your work:

- A clear, ambitious 2026–2029 strategy
- A place-based mission with deep community roots
- A strong network of schools and partners
- A trusted reputation in Birmingham
- A Board committed to investment and organisational renewal
- A small and dedicated team working with purpose
- A growing ITT and workforce development offer
- A role with genuine influence across education, employers, and civic partners

We are committed to finding the very best person for the role and recognise the importance of flexibility in attracting exceptional candidates. For this reason, we are open to appointing on the basis of between three and five days a week, depending on the successful candidate's circumstances and availability. Salary and leave entitlement would be pro rata to the agreed working pattern.

- An annual salary of £50,000
- An opportunity to join our pension scheme with an employer pension contribution of 5%
- Flexible hybrid working balanced to ensure time in the office and in the locality for team and stakeholder engagement
- 32 days leave (includes bank holidays) pro rata to days worked

How To Apply

Please submit an up-to-date CV and cover letter demonstrating how you meet the person specification and your alignment to our purpose and values.

If shortlisted, you will be invited to attend an interview on either the **3rd or 10th of July 2026**.

Titan Partnership is an inclusive employer and we value the diversity of our staff, members and communities. We are committed to ensuring a fair and accessible recruitment process for all applicants. If you are shortlisted for interview and require any reasonable adjustments or support, please inform us in advance so we can make appropriate arrangements.

Committed to a better future
for our community's
young people



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