

A photograph of two young children sitting at a wooden table. The child on the left is wearing a dark jacket with white polka dots and has their arms raised in excitement. The child on the right is wearing a white sweater with a colorful pattern and has a wide, happy smile. On the table are several toys: a stack of colorful rings, a pair of green scissors, and some wooden blocks. In the background, there is a white door and a wall with various papers and drawings.

**Partnerships Lead  
Partnerships and Placements Team**

**JOB PACK**

If you would prefer this read aloud, guidance is available [here](#).

# OUR MISSION

Frontline is a charity with a mission to make life better for children at risk of harm, by improving the services that support them.

Hundreds of thousands of children experience or are at risk from abuse and neglect at home, sexual and criminal exploitation outside the home, and other harms. For these children, the right support and protection can make all the difference.

That's why we develop excellent practice and leadership in social work and other children's services. And we are cultivating innovative new approaches to child protection and driving positive systems change for children.

We are looking for enthusiastic individuals from a diverse range of backgrounds to join our organisation and contribute to our work to create lasting social change for children and families. At Frontline we do this while striving to achieve a culture of freedom and responsibility, and working to become a truly anti-racist organisation. Read on to find out more about our culture and what we are looking for in this role.



# FREEDOM AND RESPONSIBILITY: OUR CULTURE

To achieve our best work as a charity, we need to both let go of control and expect much more of one another. If we can manage this feat, you will be surrounded by a team who can solve problems, speak with candour, communicate expectations and give one another the space and support to achieve fantastic results for children and families. This is what we call a culture of freedom and responsibility.

How do we make it happen? Freedom without responsibility results in chaos – confusion, frustration, a lack of accountability. Responsibility without freedom breeds a rigid focus on following rules and process, even when professional judgement and creativity would produce better results. It can result in people doing things right without doing the right thing. Because of this, we need to have huge levels of both freedom and responsibility. The most important word is not freedom, nor responsibility, but **and**.



# DIVERSITY AND INCLUSION

Frontline is an employer that takes equal opportunity seriously and seeks to walk the talk.

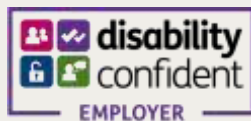
We believe that the strongest performing teams have a lot of difference in them. Our employees come from a range of backgrounds and with various expertise. We are committed to anti-discriminatory practice and are actively seeking to bring people with different lived experiences into the organisation. According to our most recent demographic survey, 30% of our employees are from global majority backgrounds, 6% are disabled, 18 are neurodivergent and 19% identify as LGBTQ+.

We are committed to being an actively anti-racist organisation. For us at Frontline, that means proactively tackling systems and structures that perpetuate and embed racism in our society.

We have a diversity and inclusion working group that includes employees from across all teams and levels including the people team and our senior leadership team. The group leads on recommendations for improvements in this area and implements initiatives to achieve equality for all.

We are committed to taking an inclusive approach to recruitment. We use a system called Pinpoint, which helps to remove bias from the selection process by anonymising applications. We ensure all of our employees have the relevant knowledge to support these aims. We design and deliver regular workshops and training around diversity, inclusion and belonging. We are proud to have won the ENEI Best Smaller Employer Award 2020.

If you're interested in hearing more about diversity and inclusion at Frontline, please feel free to contact [people@thefrontline.org.uk](mailto:people@thefrontline.org.uk).



# OUR BENEFITS

We know that working here is more than just a job title. Our benefits are a way of recognising employees for the important work they all do.



## Community

- Employee Affinity Groups (incl. LGBTQ+, Black Affinity Group, Global Majority, Disabled and Neurodivergent, Parenting Network)
- Employee Resource Groups (incl. D&I, Sustainability)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Fellowship after one year of service



## Family

- Enhanced Occupational Maternity, Adoption, Paternity and Shared Parental leave policies
- Foster and kinship care policy – support and time off for training (up to 10 days)
- Time off for fertility treatment/IVF appointments



## Flexible working

- Home-working around the needs of your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)



## Learning and development

- CPD – L&D Calendar and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach
- Mentoring scheme for underrepresented groups



## Holidays

- 25 days annual leave, plus bank holidays and office closure from 25 December to 1 January
- Holiday entitlement increases by one day every year after two years' service (up to max. 30 days)
- Buy up to five days annual leave a year



## Health and well-being

- Employee Support Service – 24/7 confidential advice line and counselling
- Occupational Health support
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Sabbatical after 3 years' service (up to 6 months)



## Pay, pension and loans

- Transparent salary structure, job evaluation to ensure benchmarking and competitive pay
- Up to 8% employer pension contribution, via salary sacrifice
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

# THE ROLE

**Reports to:**  
Head of partnerships and placements

**Salary:**  
£50,242.40 (£53,747.68 inclusive of London office allowance) plus competitive pension

**Contract:**  
Full Time, Permanent

**Location:** Hybrid, 2 days a week expected in our London Office for those receiving London office allowance. Those living outside the M25 can opt to not receive London Office Allowance and agree a more flexible office attendance pattern at offer stage.

**Direct reports:**  
3x Partnerships and Placements Managers

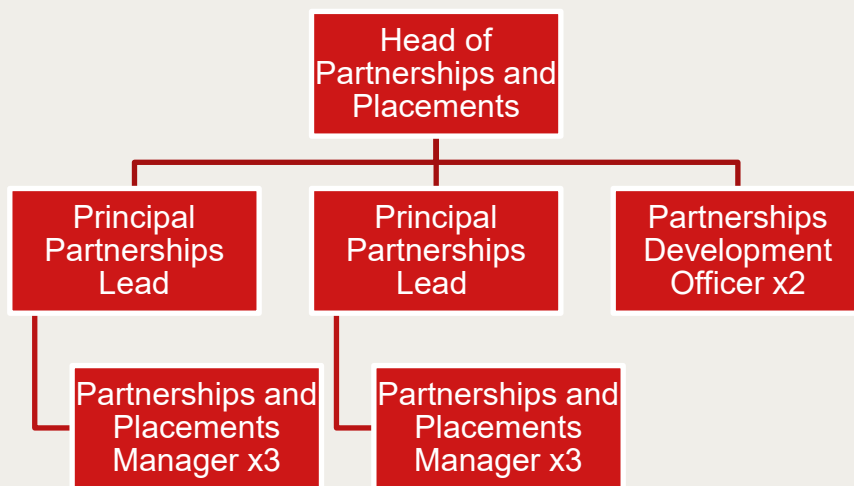
**Closing date:**  
9am, Thursday 14 May 2026

**Interviews:**  
**First round:** Thursday 21 May (online via Microsoft Teams)

**Second round:** Thursday 28 May (online via Microsoft Teams)



## The team you will be working in:



Please note: This role is advertised externally as Partnerships Lead for clarity, with Principal Partnerships Lead being the full internal job title.

# THE ROLE

## Job description:

This role provides leadership to three Partnerships and Placements Managers (PPMs), with responsibility for sustaining and securing strong partnerships with local authorities (LAs) and children's trusts across their region.

The postholder will have strategic ownership of sales activity against recruitment targets across several programmes, with scope for future growth and expansion of business development activity as the organisation evolves.

Specifically, the role will have overall ownership for the achievement of partnerships targets in their area for the Approach Social Work programme, to develop and support 600+ Fellows (alumni) annually. This is directly linked to achieving Frontline's organisational objective of having 4,000 impactful Fellows by 2025, who will create social change for children without a safe or stable home.

Working closely with Principal Practice Tutor colleagues, the role will manage and escalate partnership risk within local authorities, ensuring timely resolution and strong ongoing relationships.

The role will also support the Head of Partnerships and Placements in:

- Cultivating a high-performing, positive culture within the partnerships and placements team
- Creating more meaningful relationships and networks with LAs
- Advancing our charitable aims around diversity and inclusion, leadership and innovation – therefore supporting better outcomes for children and families.



# THE ROLE

## Key responsibilities:

### Drive and meet sales targets

- Develop and execute sales strategies that achieve programme targets.
- Lead all new business development and pitching.
- Use Salesforce CRM to ensure accurate record keeping and forecasting.

### Excellent team leadership and people management

- Create a high-performance culture through clear expectations setting and recognising when these are met or holding people to account when they are not.
- Provide strong coaching and development with regular 1:1s and team meetings
- Ensure high levels of team engagement and promote freedom and responsibility

### Relationship management and partner experience

- Increase our presence across the region through proactive networking
- Own the development of new partnerships to diversify our prospects.
- Oversee the quality and cadence of partner meetings for effective partnership governance.
- Ensure the region meets target satisfaction rates for our programmes.
- Be hands-on with important partner relationships where complex issues arise, as a point of escalation.

### Systems, project management and compliance

- Oversee the allocation of Approach Social Work programme applicants to partner places across the region.
- Oversee the recruitment of high-quality Consultant Social Workers across the region.

### Support wider organisational objectives

- Work collaboratively with colleagues across the organisation on shared objectives, specifically the Delivery, Recruitment and Business Development Teams.
- Lead by example and role model a high-performance culture through clear communications, risk management and holding colleagues to account.



# THE ROLE

## Person specification:

Experience and Knowledge	Essential or Desirable	Where this will be assessed?
Business development/account management with demonstrable evidence of consistently meeting targets	Essential	Interview and Application
Managing the sales cycle and pipeline and accurately forecasting results	Essential	Interview and Application
Cultivating and influencing deep, meaningful partnerships	Essential	Interview and Application
Building strong relationships with a range of external and internal stakeholders and balancing varied, often competing interests	Essential	Interview and Application
Experience of setting challenging sales targets and inspiring teams to achieve them	Essential	Interview and Application

Diversity means stronger teams and we want Frontline to reflect the communities we serve. Therefore, we are actively seeking applicants from global majority backgrounds for this role. We are a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles, so when prompted, we encourage you to share this information with us if you are willing to do so.

Please let us know how we can make the recruitment process more accessible for you by emailing [people@thefrontline.org.uk](mailto:people@thefrontline.org.uk)



# THE ROLE

## Person specification:

Characteristics and Skills	Essential or Desirable	Where this will be assessed?
Excellent people management skills, with the ability to balance <b>support</b> and <b>challenge</b>	Essential	Interview and Application
A strategic mindset that plans, prepares and monitors own and team performance to effectively anticipate and manage risks to performance	Essential	Interview and Application
Excellent communication skills, with the ability to write great proposals, lead productive meetings and run inspiring pitches	Essential	Interview and Application
Adept at building positive relationships with people in different contexts, able to learn quickly about their needs and skilfully build strong, long-lasting partnerships	Essential	Interview and Application
Presence to influence peers, and challenge respectfully and with impact	Essential	Interview and Application
Confident in using data and making use of CRM systems to generate insights and manage a large number of relationships	Essential	Interview and Application
Motivated by the opportunity to plan, build and embed systems and approaches to develop partnerships and improve quality and consistency	Essential	Interview and Application
Curious about problems as they arise with the ability to take a creative and positive approach to solving challenges	Essential	Interview and Application
Dependable, clear and proactive in working to achieve shared goals	Essential	Interview and Application
Ability to use everyday digital tools (such as Microsoft Word, Excel, Outlook and online systems) to support day-to-day work, with willingness to learn new systems as required.	Essential	Interview and Application



# THE ROLE

You may not have all of the experience or skills listed in this job pack but don't let that automatically put you off applying. If you have relevant experience and feel you would be a good fit for this role, we'd love to hear from you.

It is important to us that you are aligned with our values and committed to:

- working to deliver our mission and helping achieve our vision
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

## Right to Work

This role is not eligible for skilled worker sponsorship.

## How to apply:

If this sounds like the right role and organisation for you, please apply by following [this link](#).

Please note that we reserve the right to close all roles early if we experience a high number of applications. If you think the role is a right fit for you, please apply as soon as you can.

## Want to find out more?

Please contact:

Alice Arkley, Head of partnerships and placements at [alice.arkley@thefrontline.org.uk](mailto:alice.arkley@thefrontline.org.uk)

