

Hello!

I am so glad you're considering applying for the National Partnership Manager position at Kids Matter.

We work hard not only for our children, parents and communities, but also to build a brilliant culture at Kids Matter. Our motto is to be 'ambitious yet respectful'. You'll be stretched for sure but well-supported while that happens. We are all about growth, development, learning and having people work out of their sweet spot most of the time. We have a lot of fun along the way!

You will be joining us at such a key time in our journey; we're now nine years old and we're putting in place what we need to begin our next chapter. We know what we are doing and how to do it. Your job will be to help us extend our reach, grow at scale, and equip communities across the country with what they need to see real and lasting transformation.

This job pack includes:

- Details around what the job involves
- What we're looking for in applicants
- Specifics around employment in this role
- An outline of the application process
- An overview of our charity
- What we believe

I look forward to reading why you think you'd be a great fit on our team!

A handwritten signature in blue ink, appearing to read "Eli Gardner".

Dr Eli Gardner, Clinical Psychologist
Co-founder & Chief Executive Officer

A background image showing a laptop screen with a grid of video conference participants and a green ceramic mug in the foreground.

Job Description

Overall purpose

The purpose of the National Partnership Manager is to onboard strong partners in Scotland and across the UK as appropriate, enabling Kids Matter's church partners, once trained, to deliver our programmes in their local communities.

Key responsibilities

1. Partnership Growth & Development

- Drive expansion across Scotland and the rest of the UK by identifying, engaging, and securing new church partners and networks.
- Work closely as part of the engagement team, to build and manage a strong pipeline of prospective partners, contributing to national growth targets and KPIs.
- Lead churches through the full partnership journey, supporting them to assess readiness, strengths, and opportunities.
- Deliver engaging presentations that communicate the value and impact of Kids Matter programmes.

2. Relationship building & Community Engagement

- Actively network in person and online to generate new partnership opportunities with a variety of leaders across churches and church networks.
- Support partners in developing relationships with local authorities, family hubs, schools, and community organisations.
- Attend and represent Kids Matter at events through public speaking, exhibitions, and partnership engagement.
- Listen to and understand the needs of local communities to ensure partnerships are relevant and impactful.
- As the work grows, there may be opportunities to deliver Kids Matter programmes to have first-hand experience of the programme to support engagement with new partners

3. Collaboration, Insight & Operations

- Maintain accurate records in CRM systems, ensuring GDPR compliance and effective reporting of progress.
- Contribute to team planning and continuous improvement of partnership engagement approaches
- Provide additional support to other teams when appropriate.
- Engage with team-wide meetings and trainings

- Work closely with the Communications Team to support campaigns with stories, content, and partnership insights.
- Gather and share feedback from partners to inform organisational strategy and programme development.
- Contribute towards staff prayers and, on occasion, lead 'Thought for the Day'.

4. Wider team involvement

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Person Specification



Category	Criteria	Assessed by*	E/D
Skills/ Abilities	Strong networking skills to build relationships with a wide range of prospective partners	I	ESSENTIAL
	Confident in developing relationships with key stakeholders, including church leaders, volunteers, charities & statutory services	I	
	Excellent at exploring new opportunities and turning them into action	A/I	
	Confident in pioneering new projects	A/I	
	Able to work to tight timelines and handle pressure	A/T	
	Able to work independently, take initiative and be proactive and remain self-motivated while working remotely	A/I	
	Excellent written and verbal communication skills	A/I/T	
	Confident in public speaking with strong presentation skills	A/I/T	
	Strong relational skills, able to effectively communicate with churches from a wide variety of theological backgrounds	A/I	
	Able to communicate confidently across different levels of church leadership	A/T	
	Able to use new systems/processes quickly and confidently (including CRM)	A/T	
IT literate with knowledge and proficiency of Microsoft 365 programmes	A/T		
Personal Qualities	Willing to give and receive constructive feedback	I	ESSENTIAL
	Flexible and willing to be involved in a wide range of tasks	A/I	
	Commitment to ongoing development of own knowledge and skills	A/I	
	Strong personal Christian faith	**	
	Passion to see churches in areas of deprivation serving their local community	A/I	
	Passion for Kids Matter's vision of seeing every child in need raised in a strong family	A/I	

* Assessment methods: Application form (A), Interview (I), Tasks (T)

** Whilst this is an occupational requirement, the shortlisting process will not involve scoring candidates on their faith.

Category	Criteria	Assessed by*	E/D
Personal Qualities	Has existing relationships with networks of churches/Christian charities in Scotland and across the UK	A/I	ESSENTIAL
	Able to work evenings and weekends very occasionally for events	A/I	
	Valid and full driving licence with access to a car	A	
Experience	Experience of working in a role which involved motivating churches to deliver a new project to support their local community	A/I	DESIRABLE
	Experience of proactively seeking out new opportunities and bringing them through to partnership/completion	A/I	
	Experience of working with churches/charities to grow a concept regionally	A/I	
	Experience of working with schools and/or local authorities	A	

Employment Information

Job title: National Partnership Manager

Reporting to: National Engagement Lead

Purpose: See Job Description

Location: Remote (based in Scotland with regular travel across Scotland and the North of England, plus travel for biannual team days in London and departmental team meetings in various locations)

Contract: Permanent

Start date: As soon as possible

Hours of work: 21-28 hours per week (3-4 days)

Monday mornings are compulsory due to a weekly team meeting, otherwise hours can be spread throughout Monday to Friday.

We have bi-annual team days with an overnight stay, which all team members are expected to attend (travel costs are covered).

Salary: £28,665 - £31,965 pro rata (£17,199 - £19,179 or £22,932 - £25,572 actual)

Probation period: 6 months

Holiday entitlement: 25 days (plus bank holidays) per year pro rata, with additional time off between Christmas and New Year's day

Pension: Automatic enrolment into a direct contribution pension scheme (4% employer contribution)

This post is subject to an Occupational Requirement

Kids Matter serves and supports clients within the Christian sector, the nature of the work requires that this post holder has an active faith in Jesus under the Equality Act 2010, Part 1, Schedule 9.

Equal Opportunities

We actively support and welcome the integration of people from diverse backgrounds and varied experiences and skillsets to help shape the work and future of Kids Matter. We are particularly keen to receive applications from African and Afro-Caribbean, Asian and other diverse ethnic communities, and those who are neurodivergent and/or living with any kind of disability. If this role excites you, we encourage you to apply even if you don't meet every requirement.

Application Process



Stage 1

Complete a copy of our **online application form**.

We also ask for all applicants to submit an **Equal Opportunities Monitoring Form**, which will be sent to you to complete following the submission of your application form. This form will be used for anonymous analysis to ensure our overall recruitment procedures are fair and transparent. It will never be viewed or used as part of the selection process. It is optional to submit this form.

Deadline: **9am on Monday 13th July**

All successful and unsuccessful applicants will be notified via email by 5pm on Thursday 16th July.

Stage 2

Successful applicants will be invited to an initial 45-minute online interview, which will take place **on the 20th or 21st July** (with flexible timing into the evenings).

To ensure candidates can perform to the best of their ability, interview questions will be sent in advance of the interview date. Candidates will also be sent a short task to complete before attending their interview.

Stage 3

Following initial interviews, 2-3 selected candidates will be invited to attend an in-person interview in London, **on the 29th July**. The interview will be 1 hour long and include 1-2 tasks.

The successful candidate and unsuccessful candidates will be informed of Kids Matter's final decision by 5pm on Friday 31st July.

If you would like any application and interview support or you need any reasonable adjustments throughout the application process or if you would like an informal phone call to ask questions or discuss the role, please contact **Katie Washington (HR & Systems Manager) on recruitment@kidsmatter.org.uk**.

Kids Matter will treat your application as private and confidential. Unsuccessful applications will be securely destroyed after one year.





About Kids Matter

More than 4 million children are being raised in poverty in the UK and the stress poverty places on them (and their parents) can result in long-term emotional and social problems. We therefore exist to help strengthen families and interrupt that negative trajectory.

Research has shown that the most effective early intervention to help children is group-based parenting programmes. For children to thrive, it is important for mums, dads and carers to increase their own wellbeing and confidence in their parenting skills. Whilst all parents need support, our effective and accessible programmes have been written for families facing disadvantages.

We partner with local churches and their community networks across the whole country to run our evidence-informed programmes in communities and in prisons, equipping mums, dads and carers with the tools (confidence, competence and community) they need to build strong relationships and strong families. Not only will this have a positive impact on child wellbeing and future outcomes, but it will also reduce the social and financial costs of family breakdown.

Our impact

Since launching in 2017, we have impacted **nearly 6,000 children** through our parenting programmes, equipping their parents (over 2,000 of them) with the skills needed to build a strong family. We have an ambitious vision to reach many more in the coming years.

[Read our most recent Impact Report here.](#)

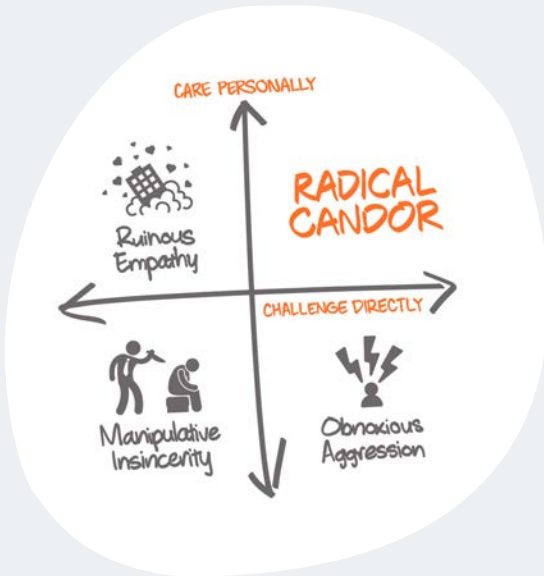
Our team

We have a wonderful team of brilliant people committed to transforming society, one family at a time, and a group of top-notch trustees who support us every step of the way.

[Find out more about them here.](#)

'It's worth doing, I would do it 20 times over and still learn something new in the twentieth session.'

Tash, mum



At Kids Matter, we strive to have a culture where giving and receiving feedback from anyone in the team is a common occurrence. We place high value on getting to know one another to create a foundation of trust from which we can challenge directly. Teams regularly have 360 feedback sessions and managers are encouraged to regularly ask for feedback from their direct reports.

We don't always get it right, but our aim is to operate from a place of 'Radical Candor'.

Our culture values are:

- Faithful** We put our faith in God and we are fiercely loyal to our mission and vision.
- Respectful** We draw alongside others and genuinely listen, affirming the dignity of everyone we encounter.
- Excellence** We go above and beyond to provide the best quality in all we do.
- Positive** We choose to be grateful, to be hopeful, and to see possibility in everyone.
- Ambitious** We push for all to achieve their full potential so that together we can fulfil our vision of every child in need being raised in a strong family.



Statement of Faith



Nicene Creed

We believe in one God,
The Creator of all things,
Who holds the universe in love and wisdom.

We believe in Jesus Christ,
God's only Son, who is fully divine and fully human.

He was born to bring light into the world,
Lived among us, teaching truth and grace.
For our sake, He suffered, was crucified, and died.

On the third day, He rose again,
Defeating death and offering us new life.

He ascended into heaven and reigns with the Father,
And He will come again to restore all things.

Amen.

