

THINK
Recruitment



Candidate Pack: Corporate Partnerships Manager

Location: Remote with occasional travel to Bristol for leadership meetings

Salary: £40,000 - £50,000 per annum

Hours: Full-time 35 hours per week



Thank you for your interest in this role and in the work of the Primary Science Teaching Trust (PSTT).

PSTT is at an exciting moment in its development. Over the past few years, we have sharpened our strategic focus, strengthened our programmes and built a robust evidence base of impact. We are now increasingly focused on how we extend that impact further – reaching more schools, deepening our work in disadvantaged communities, and developing new approaches to support teachers across the UK.

A key part of that next phase is fundraising. Historically, PSTT has been funded largely through investment income. We are now taking a deliberate and strategic step to diversify our income so that we can grow our work sustainably and ambitiously over the long term.

This Corporate Partnerships Manager role is therefore genuinely different from many fundraising posts. Rather than joining an established team or maintaining existing pipelines, you will help us build something new – shaping our approach to corporate partnerships from the ground up, developing relationships with organisations that share our commitment to education, and helping translate our work into compelling opportunities for investment and collaboration.

We are looking for someone who brings both expertise and curiosity: someone who understands how to build partnerships, and who is also excited by the opportunity to shape a new function within a values-driven organisation. You will be working closely with a committed senior team, and alongside colleagues across programmes, communications and operations, as we embed fundraising across the organisation.

I hope that having read more about PSTT and the opportunity ahead, you feel inspired to be part of this next chapter.

Thank you for your interest in this opportunity,

Martin Pollard

CEO, Primary Science Teaching Trust



Background on Primary Science Teaching Trust

The Primary Science Teaching Trust (PSTT) is a UK charity focused on improving the quality of science teaching in primary schools. For over 25 years, PSTT has worked alongside teachers, school leaders and partner organisations to strengthen subject knowledge, confidence and leadership in primary science. Through our Priority Areas initiative, national CPD and mentoring programme, teaching resources and the Primary Science Teacher College, the charity supports thousands of educators each year and ultimately benefits hundreds of thousands of children.



PSTT is well established in its programme delivery and impact but is at an earlier stage in its fundraising journey. Historically, the organisation has been funded largely through investment income, giving it financial stability and the ability to operate from a position of strength. As part of its current strategy, PSTT has made a deliberate decision to diversify its income, using fundraising to expand successful programmes, develop new initiatives and extend its reach nationally.

This role forms part of the first phase of that shift. PSTT is intentionally starting small – building a focused, high-value fundraising function centred on corporate partnerships and trusts and foundations.



For the successful candidate, this represents a rare opportunity: to help establish a fundraising function from the ground up within a respected national charity. The role will work to a clearly defined fundraising strategy, alongside realistic income targets from year one. However, there is no legacy structure to maintain or inherit. Instead, there is the chance to shape how that strategy is delivered in practice, build relationships, and lay the foundations of a future team – working closely with senior leadership to define what successful fundraising looks like for PSTT.

Primary Science Teaching Trust's vision

PSTT's long term vision is: Excellent primary school teaching in every primary school in the UK.

The goal of PSTT is to make science more accessible and attractive to children of primary school age throughout the UK. Research has shown that children's interest in science is shaped before they leave primary school. That makes it vital for them to have a positive experience of science from their early years onwards.

PSTT realises that not all children will follow a career in science, but it is essential for all children to engage with science as it impacts their daily lives, for example in managing their health and understanding issues like climate change. Good science teaching in primary schools is therefore of vital importance to the wellbeing of children, their communities and nations.

Science faces several challenges in primary schools across the UK. It is often squeezed out of the timetable, learning may be superficial, many teachers lack subject knowledge or confidence, and many children do not see themselves as scientists.

PSTT focuses its activities on key outcomes for four groups:

- School leaders – School leaders and senior leadership teams value science and are enthusiastic, confident and competent to lead its development
- Teachers – At all career stages teachers deliver practical and engaging science lessons that are relevant and accessible to all children
- Stakeholders – PSTT collaborates effectively with its primary science partners, with a shared voice that supports schools and policymakers
- College Fellows – PSTT College Fellows make a positive contribution to primary science beyond their own schools and settings



Background on the Corporate Partnerships Manager Role

Historically PSTT has managed to deliver its programmes through investment income. They have come to the realisation that to be more effective and to deliver wider programmes with greater impact, they need to diversify their income streams.

This new direction to generate income through fundraising activity is a part of the organisation's five-year strategy which focuses on four key objectives:

1. Strengthen primary science teaching and leadership in their priority areas, by helping schools identify and implement the approaches that best meet their needs
2. Ensure their CPD, resources and other activities meet the needs of the wider teaching population, increasing the number of confident and competent science practitioners
3. Embed high-quality science content, approaches and experiences in Initial Teacher Education and early career teaching
4. Strengthen PSTT's position as a widely respected voice for primary science

The leadership of PSTT have been advised by an external fundraising consultant on the most suitable approach to introducing fundraising to the organisation. The outcome of that consultancy has been guidance on a structured fundraising plan to introduce corporate support to the organisation and the creation of the role of Corporate Partnerships Manager. In addition to corporate support there is a longer-term plan to secure income from trusts and foundations.

PSTT has a senior management team comprising the CEO and five directors. The Corporate Partnerships Manager is managed directly by the CEO with a dotted line to the Finance Director.

Income expectations

PSTT currently receives income from its investments and is starting the process of fundraising largely from scratch following the external consultant's advice. The expected income generation targets are outlined in greater detail on page 12.

Areas of potential

This role is newly created opportunity in an organisation that doesn't have a background or history of fundraised income generation. There is an exciting opportunity to bring previous experience of corporate partnership development into this new environment and establish new long-term relationships.

The opportunity to be the first full-time fundraiser and guide the charity's work to secure and embed new partners is an exciting opportunity for a proactive and experienced fundraiser.

This role will play an integral part of PSTT's five-year strategy so there is a real desire by the leadership to provide the support and resources needed for this role to be successful. The new postholder will join with strong foundations already in place, giving them the platform to attract and retain the right partners and support PSTT's continued growth and impact.



Areas of Challenge

With any new role there will be areas of risk and the same applies to this role, especially as the organisation doesn't have a history of fundraising. Because of this there will be an element of change management in the role, as the postholder will be tasked with encouraging an internal shift of mindset to nurture fundraising. They will need to put in place systems and processes that support effective income generation and create an internal culture that supports the direction and outcome of fundraising best practice.



Job Description: Corporate Partnerships Manager

About Primary Science Teaching Trust

PSTT is a registered charity with a clear vision – it wants to see excellent teaching of science in every primary classroom in the UK. PSTT believes it is vital that children are engaged and inspired by science from an early age. It wants to draw on their natural curiosity to help them explore, understand and ask questions about the world around them.

PSTT has built a Primary Science Teacher College of over 200 outstanding teachers; each helping to shape and influence science teaching across the UK. The charity produces great resources that improve how science is taught and planned. It organises engaging professional learning events for teachers, and works with partner organisations to further enhance how science is taught. Its current strategy builds on these strengths to reach more teachers across a more diverse range of schools.

Job Summary

The Corporate Partnerships Fundraising Manager will lead the development, delivery and growth of a corporate fundraising programme that secures income and develops strategic partnerships from businesses and corporate organisations across the UK.

The postholder will identify, cultivate and manage relationships with corporate supporters, creating mutually beneficial partnerships that generate income, enhance brand awareness and support the charity's mission to inspire young people through science education.

This is an exciting opportunity for an experienced and ambitious corporate partnerships fundraiser to build long-term partnerships with organisations that are committed to supporting education, STEM development, social mobility and community impact.

Key Responsibilities:

Corporate Partnership Development

- Develop and implement a corporate partnerships strategy aligned with the organisation's overall fundraising strategy and objectives.
- Develop a portfolio of partners, building shared objectives that deliver impact, meet financial targets, identify opportunities and manage risk effectively.
- Identify and research prospective corporate partners, especially those with a strong alignment to science, education, engineering, technology, innovation and social impact.
- Build and manage a robust pipeline of corporate prospects and opportunities.
- Secure new corporate partnerships through proactive business development activities.
- Prepare compelling proposals, presentations and partnership packages tailored to individual organisations.
- Negotiate partnership agreements and sponsorship arrangements.

Account Management

- Manage the portfolio of corporate partners, ensuring excellent stewardship and relationship management.
- Develop bespoke engagement plans to maximise income, retention and long-term partnership value.
- Deliver high-quality impact reporting and regular communications demonstrating the outcomes of corporate support.

Income Generation

- Meet and exceed agreed income targets from corporate partnerships.
- Identify opportunities to increase support through sponsorship, employee fundraising, volunteering, payroll giving and strategic partnerships.
- Develop opportunities for:
 - Corporate sponsorship
 - Charity of the Year partnerships
 - Employee fundraising
 - Strategic partnerships
 - Cause-related marketing initiatives

Internal collaboration

- Work with colleagues across all areas of the organisation to create and support a new culture of income generation and identify opportunities with stakeholders to enhance this.
- Collaborate on partnership activation, communications and impact reporting.
- Support the development of marketing materials, case studies and fundraising campaigns.

Line management

Line-manage and support the professional development of other team members where this is delegated to you.

Other

Take on any other responsibilities that the CEO may reasonably delegate to you.

Person Specification: Corporate Partnerships Manager

	Person Specification
Essential	<ul style="list-style-type: none"> • Previous experience in corporate fundraising, business development, account management or partnership development. • Track record of securing and managing five- and six-figure partnerships. • Experience developing proposals and delivering successful pitches to senior decision-makers. • Experience managing a fundraising or sales pipeline. • Ability to nurture, steward and grow a partnership, bringing together key stakeholders to maximise impact • Excellent networking, influencing and relationship building skills • Confidence in presenting to senior staff both internally and externally • Strong leadership skills with the ability to implement and deliver a strategic plan and implement change where required • Experience of working with a wide range of stakeholders within a company (including senior and c-suite), with experience of encouraging fundraising participation and involvement at all levels • Commitment to equality, diversity and inclusion
Desirable	<ul style="list-style-type: none"> • Understanding of the UK education sector. • Knowledge of STEM education, science engagement or educational outreach programmes. • Experience of securing partnerships with science, technology, engineering or innovation-focused organisations would be advantageous • Previous experience of line management or supervising would be advantageous for this role.

Income Targets

	Year 1	Year 2	Year 3	Total
Gross Income	£0	£250,000	£400,000	£650,000

Income targets have been put in place to reflect the organisation starting a brand-new fundraising programme and how they intend to develop and increase the income in line with their fundraising strategy expectations. The figures contained in the above table are for fundraising across both corporate and trusts & foundations income streams as there will be a requirement to hire a trusts and foundations fundraiser.



Benefits & life at Primary Science Teaching Trust

Salary	<p>Salary range: up to £50,000</p> <p>Final salary offer will be based on the preferred candidate's experience.</p>
Location and travel	<p>Home based. The role will require regular travel to PSTT's premises in Bristol (at least 1 day per month; more frequently at first), and around the UK as required to develop relationships with the PSTT team and potential funders.</p>
Annual leave	<p>28 days, which can be taken flexibly throughout the year (except 3 days which must be taken during the Christmas closure period), plus public holidays. We also operate a time off in lieu (TOIL) policy.</p>
Pension	<p>PSTT operates a contributory pension scheme. We make an employer's contribution of 5% gross salary, with employees contributing a minimum of 3%.</p>
Other	<p>Family friendly benefits and more</p> <p>Enhanced maternity pay and adoption pay: after 26 weeks' employment, staff are entitled to 6 weeks' full pay and 13 weeks' half pay (inclusive of statutory maternity/adoption pay).</p> <p>Enhanced sick pay: after completing the probationary period, staff are entitled to 8 weeks' full pay and 8 weeks' half pay inclusive of statutory sick pay.</p> <p>Compassionate/bereavement leave: up to 5 days' compassionate leave may be granted to staff who suffer a close bereavement or other challenging personal circumstances.</p> <p>Other:</p> <ul style="list-style-type: none"> • 24/7 access to an Employee Assistance Programme providing phone counselling, health advice, wellbeing resources and more • Cycle to Work Scheme • Professional development and training opportunities
Flexible working	<p>Flexible working, including compressed hours, may be available for this role.</p>

If you have questions about the benefit package, or if there are policies you would value seeing before continuing in the selection process, please do reach out via recruitment@thinkcs.org and we will be happy to find out the information you need.

Equity, diversity and inclusion

Primary Science Teaching Trust are committed to the pursuit of inclusion and diversity in their workplaces. They want to create a working environment that is representative of and responsive to different cultures and groups, and where everyone has an equal chance to succeed.

Primary Science Teaching Trust promote all elements of inclusion, diversity and equality in all its respects as something that should be inherent in their service delivery, their staffing and their management and governance.

Throughout all their activities they aim to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited practices.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Making recruitment inclusive and accessible.
- Communicating vacancies.
- Offering an interview to disabled people.
- Providing reasonable adjustments which support disabled people in work.
- Supporting their existing employees.

If you have questions relating to Primary Science Teaching Trust or would value seeing specific policies, please get in touch with recruitment@thinkcs.org and we can support.

How to apply

To express interest in this role, please email recruitment@thinkcs.org with a copy of your CV.

Our recruitment manager will have a conversation with all the applicants prior to shortlisting. Rather than requesting candidates submit a supporting statement or cover letter, we will provide interested candidates with 3 short screening questions to answer ahead of the role closing. Please ensure you get in touch with enough time to have an initial call and receive the screening questions ahead of the role closing.

To help candidates find out more about the role, we can organise an information conversation with Martin Pollard, PSTT's CEO and recruiting manager for this role. If you would like to speak with him, please flag this during your initial call with THINK recruitment.

Screening calls with THINK Recruitment	Tuesday 7 th July to Wednesday 15 th July 2026
Informal conversations with recruitment manager	Tuesday 7 th July to Wednesday 15 th July 2026
Closing date	Midnight Wednesday 15 th July 2026
Stage 1 interviews	Week commencing Monday 20 th July 2026
Potential Stage 2 interviews	TBC
Decision by	EOD Friday 24 th July 2026

Every effort will be made to keep the process to one stage. However, in the case of a difficult decision the panel may opt to request a second stage.

At the point of invitation to interview, candidates will receive further details including information about the panel, any task requirements, and the interview questions in advance to support preparation.

If you require any reasonable adjustments to support your participation in the selection process, please contact THINK Recruitment. All requests will be handled confidentially.

Thank you for your interest, please do get in touch if you have any questions.

Jason Jedron

Recruitment Consultant - recruitment@thinkcs.org



**THINK
Recruitment**

THINK Consulting Solutions Ltd

Registered Office

24 Vicarage Road
Winslow, Bucks
MK18 3BE

thinkcs.org