



**WORKING
WITH US
APPLICATION
PACK**

CONTENTS

A message from our CEO, Guy Holloway

What we do and our impact

Our values

Our organisational structure

Employment details

Benefits

WELCOME FROM GUY HOLLOWAY, CEO



Thank you for your interest in working with us. This is a special and unique charity with a distinctive vision, talented staff and a huge number of passionate volunteers. Our beneficiaries are at the heart of what we do and we are proud that we help so many young people and seafarers to seize a better future.

This is an exciting time for Marine Society & Sea Cadets (MSSC). We have a clear vision and strategy driving us forward. We're ambitious in our plans to maximise our impact and we will continue to evolve as a charity to make sure we achieve our goals.

Our values play a key part in determining our ways of working. We want employees who are passionate about what we do and recognise the significant impact we can have on our cadets and seafarers lives. We want employees who are driven to succeed and who want to work in line with our values to change lives.

I hope after reading through this application you'll see what an incredible charity MSSC is and you will be inspired to apply.

We look forward to receiving your application and hopefully welcoming you into our charity in the future.

Kind regards

Guy Holloway, CEO

WHAT WE DO AND OUR IMPACT

We help to launch resilient young people who can cope with the world as it is today, and we support people who work at sea to take advantage of professional opportunities.

With a history stretching back to 1756, MSSC was formed in 2004 by the merger of Sea Cadets and Marine Society charities. Both helped young people to achieve more and make a life for themselves, often in very difficult times.

SEA CADETS is a national youth charity providing a unique mix of non-formal education and exciting challenges to help launch young people for life – whatever their backgrounds. Thanks to the dedication and expertise of 9,000 volunteers, we help 14,000 cadets to fulfil their potential in 400 units across the UK. We're committed to growing our offer so that every young person can be positively impacted by Sea Cadets and gain the skills and confidence they need to thrive into adulthood and beyond.

Our **Vision** for Sea Cadets is:
“Every young person launched for life.”

We seek to achieve this Vision through our **Mission**:
“Inspiring young people to achieve their potential through challenge and nautical adventure guided by the customs and traditions of today’s Royal Navy.”

MARINE SOCIETY offers a range of apprenticeships and courses that build vital experience and deliver a range of practical and transferrable skills – all backed by our bursaries, mentoring schemes and library services. Thanks to the learning opportunities we facilitate, the seafarers we work with are able to adapt and thrive in a rapidly changing world – whether they chose to progress at sea or return to shore.

Our **Vision** for Marine Society is:
“Every current and future seafarer and maritime professional skilled for life.”

We seek to achieve this Vision through our **Mission**:
“Enabling current and future seafarers and maritime professionals to realise their potential through learning and career development.”



OUR VALUES

We are driven by what we do and the impact we have. We are proud of our work, approaching it with positivity, energy and enthusiasm as we lay the foundations for more inspiring futures.

Our shared values and ways of working are summarised below and guide us as we work together to achieve our goals for those we support and to create a truly inclusive culture. Our work on Equity, Diversity and Inclusion (EDI) forms a critical element of our Future Ready Strategy and is entwined in all we do. We expect all our cadets, volunteers, employees and trustees to behave in line with our EDI policy and our values.



We put our beneficiaries first and pull together to achieve our shared goals.



We are inclusive, considerate and professional.



We are committed to the charity's goals and to work creatively to find solutions.



We are open, honest and treat everyone fairly.



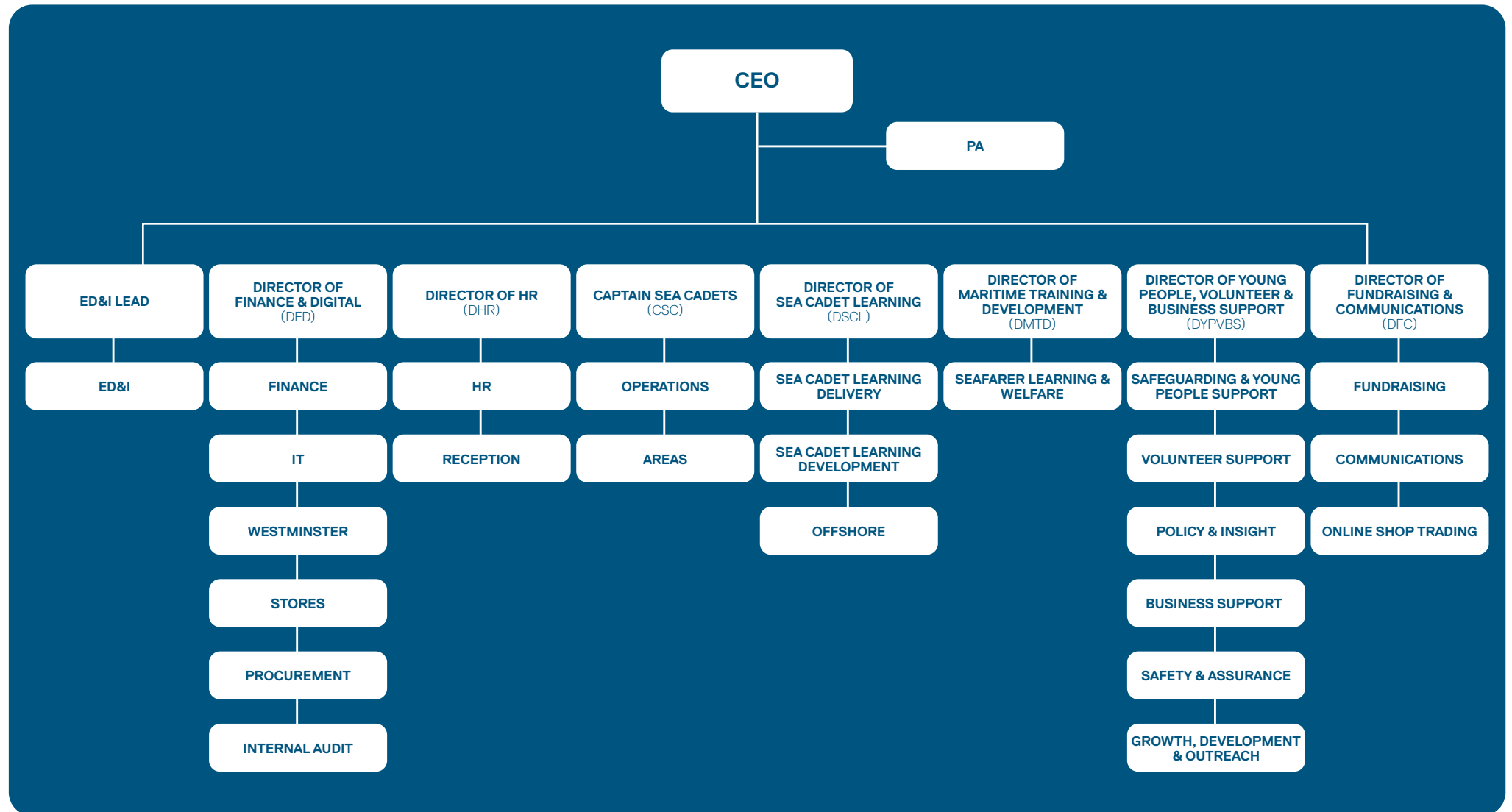
We are focussed and structured in our work to achieve the best possible outcomes.



We do what we know is right and support others to do the same.

OUR ORGANISATIONAL STRUCTURE

We employ around 190 full time equivalent employees geographically spread across the UK. Our national office is located at 200b Lambeth Road in London where around 75 employees work including our Chief Executive and the Senior Management Team. The Senior Management Team is our Chief Executive and seven directors including the Captain of the Sea Cadet Corps.



Job description

Job Title: BUSINESS DEVELOPMENT MANAGER – APPRENTICESHIPS AND SKILLS

Line Manager: DIRECTOR OF MARITIME TRAINING AND DEVELOPMENT

Location: MSSC National Support Centre, London, SE1 7JY

Contract: Fixed Term, one year

CONTEXT

The Marine Society & Sea Cadets (MSSC) is a vibrant and growing charity delivering life changing nautical adventure for young people through the Sea Cadets to give them the best possible head start in life. We also provide personal and professional development opportunities for seafarers with the Marine Society. Working with our staff, cadets and volunteers, we have built a vision and strategy to take us forward and further improve the astounding contribution already made through our work to the lives of thousands of young people and seafarers, while fully supporting our volunteers who are vital to our success.

OUR VISION

To be the leading maritime charity for youth development and lifelong learning.

FOR THE MARINE SOCIETY IN PARTICULAR

To give the best possible lifelong learning opportunities to seafarers tailored to their individual needs.

FOR SEA CADETS IN PARTICULAR

To give young people the best possible head start in life through nautical adventure and fun.

OUR VALUES

Respect, Loyalty, Self-Discipline, Commitment, Courage, Honesty & Integrity

ROLE DETAIL

Due to the nature of the work, this post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and the post holder will be required to undergo a Disclosure and Barring Service (DBS) check.

DESCRIPTION OF THE ROLE

This new role is to support the growth of Marine Society apprenticeship and adult skills provision. This is a strategic, outward-facing role requiring a confident astute individual who can engage key stakeholders and employers in the maritime industry to recruit new entrants and exiting employees onto Marine Society programmes.

KEY DUTIES & RESPONSIBILITIES

- a) To grow the apprenticeship and adult skills provision in line with agreed annual recruitment and financial targets

- b) To develop and maintain a strong pipeline of prospective employers and learners, proactively identifying new apprenticeship and learning opportunities within the maritime industry. To secure repeat business with apprenticeship employers through cultivating long-term relationships.
- c) To work with the Director of Maritime Training and Development to devise a sales and marketing strategy to grow the apprenticeship and adult skills provision. To support the tendering process to ASF devolved areas and work with subcontractor partners.
- d) To collaborate with the Apprenticeship Operations Manager and Maritime Lead Trainer to convert identified leads and share industry intelligence.
- e) To assist the Digital Marketing Coordinator to write targeted social media posts and marketing campaigns, ensuring market visibility and lead generation. To build a library of promotional literature and good news stories.
- f) To maintain accurate records of business development leads and pipeline activity within the CRM system and to routinely report on these
- g) Attend relevant external boards, fora and industry bodies, as directed in order to promote maritime apprenticeships and training including; Maritime Skills Alliance, Workboat Association, MNTB apprenticeship committee and Port Skills and Safety
- h) To attend industry trade fairs and careers events to represent Marine Society. These include; National Apprenticeship Week, Seawork, International Boat Show
- i) To research and monitor market trends, employer needs and competitor activity to inform business development strategy
- j) Maintain own professional development, keeping abreast of Government policy, Skills England and identifying best practice in the sector.
- k) To undertake any other reasonable duties and responsibilities reasonably requested by management as may be required.

OTHER DUTIES

In order to deliver services effectively, a degree of flexibility is needed and the post holder may be required to perform work not specifically referred to above. Such duties, however, should not normally exceed those expected of an employee at that level.

Occasional evening and week-end working is the norm, for which time off in lieu (TOIL) is available. The role will require travel to other MSSC locations across the country including attendance at conferences, meetings, events, and activities.

In order to deliver services effectively, a degree of flexibility is needed and the post holder may be required to perform work not specifically referred to above. Such duties, however, should not normally exceed those expected of an employee at that level.

All employees are expected to take responsibility and comply with the MSSC's policies, procedures and training requirements, particularly in relation to safeguarding, health and safety, data protection and equality, diversity and inclusion. All employees must be familiar with and comply with all aspects MSSC policies.

OUR COMMITMENT

We recognise our responsibilities to safeguard and protect the young people and vulnerable adults with whom we work. We do all we can to promote their health, safety and wellbeing, and we ask our staff to share this commitment and work in line with our values and ethos of inclusivity. We adhere to

safer recruitment practices and therefore employment is subject to detailed pre-employment checks for successful candidates, including references and DBS checks and attendance at relevant safeguarding training.

Data Protection and Information Assurance

In fulfilling their role, all employees are expected to comply with Data Protection legislation and MSSC policies and procedures on data protection, privacy and information assurance. All employees are expected to be appropriately qualified at all times in the level of Information Assurance knowledge required for their role.

Equal Opportunities

The MSSC is committed to providing equality of opportunity and has an Equal Opportunities Policy which gives clear guidance on the responsibilities of both the employee and the employer. All employees must be familiar with and comply with all aspects of the Policy.

NOTE: Due to the nature of the work, this post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and the post holder will be required to undergo an enhanced Disclosure and Barring Service (DBS) check.

Person specification

Essential	Desirable
Experience/work-based knowledge and qualifications	
Minimum 2 years' experience working in a recruitment, sales or commercial role with a proven track record of achieving financial targets	Seagoing or boating experience in a commercial or leisure capacity
Knowledge of the maritime sector including roles, ranks and certifications in the near coastal sector	Knowledge of levy-funded apprenticeship programmes and funding rules
Excellent customer service skills with the ability to build trust and credibility with clients and stakeholders	Knowledge of training pathways and apprenticeships in the maritime and marine leisure sector
Strong commercial acumen and ability to identify, grow and convert new business opportunities	RYA certification in powerboating or day skipper
Experience using CRM systems to monitor and report on business leads	
Knowledge of CPD training or workforce development	
Core Competencies	
Able to organise and manage own workload to meet multiple priorities and deadlines	
Excellent telephone manner and ability to communicate clearly in writing	
IT literate with effective administrative skills and the ability to use Microsoft packages and AI tools	
Personal Characteristics	
Can do attitude with tenacity to achieve goals	
Flexible and willingness to adapt to changing business needs	
Able to remain calm under pressure	
Other	
Car driver with current licence	
Willingness to undertake occasional weekend and out of hours work as required	
Satisfactory Enhanced DBS (or equivalent)	

Employment details

Location:	National Support Centre, London SE1
Salary:	£35,000 gross per annum
Contract:	Full time, 1-year Fixed Term (One Year)
Hours of Work:	Core working hours will be 35 hours per week between 9:00am and 5:00pm Monday to Friday with one hour for lunch, unpaid. Any other such occasional hours as the role demands.
Probationary period:	Three months
Notice:	Two months
Notice during Probationary Period:	Two weeks
Annual Leave:	25 working days pro rata of paid holiday per annum, plus public and bank holidays observed in England and Wales, increasing to 29 days after two years' service.
Training:	We value our employees and are committed to providing relevant training opportunities where possible.
Flexible Working:	We offer flexible working, with an option to flex start and leaving times and offer a hybrid working approach whereby employees can choose to work remotely for up to 3 days a week if they wish. Employees will be required to be in the office on a Tuesday to aid collaboration/networking etc.

BENEFITS

We really value our employees and the contribution they make to the charity, therefore we offer a wide range of benefits to support and recognise our employees.

PENSION SCHEME

All eligible employees are able to join our generous salary sacrifice pension scheme with Aviva. This plan allows employees to contribute a minimum of 3% of their salary. If employees contribute at this rate, MSSC will contribute 5%. However, if employees increase their contribution to 5%, MSSC will contribute 10%.

LIFE ASSURANCE

All employees enrolled in the Pension Scheme will automatically be enrolled in MSSC's Life Insurance scheme, which pays out a lump sum of four times employee's salary if required.

EMPLOYEE ASSISTANCE PROGRAMME

We provide a programme offered by Health Assured to help support employee's personal wellbeing. This offers a free confidential telephone counselling service, which is available 24 hours per day, 365 days a year.

EMPLOYEE ASSISTANCE PROGRAMME

We provide a programme offered by Health Assured to help support employee's personal wellbeing. This offers a free confidential telephone counselling service, which is available 24 hours per day, 365 days a year.

SEASON TICKET LOANS

All permanent employees outside of probation or those on a contract of at least one year can apply for an interest free loan for an annual season ticket. This is deducted from the employee's monthly payroll spread across the year.

MARINE SOCIETY DIGITAL LIBRARY

We are thrilled to provide our employees with free access to a diverse collection of resources available through our Marine Society Digital Library. This includes online access to ebooks and emagazines and audiobooks. Dive into a wealth of literature at your fingertips!

PRIVATE MEDICAL INSURANCE

All employees outside of their probationary period are eligible to join MSSC's Health Insurance scheme with AXA PPP (formerly Simply Health). This is a taxable benefit, but it is free to employees. Employees can also add members of your family (spouse, partner, and children) to the scheme at a competitive rate.

EYE CARE

For employees who regularly use a computer monitor or any other form of Display Screen Equipment, we give contributions towards eye tests and glasses.

CYCLE TO WORK

Cycling can help us keep fit, spend more time outdoors and help support with our mental health, which is why we are so pleased to add this to our list of benefits, and to support you with your wellbeing journey. All permanent employees outside of probation or those on a contract of at least one year can apply for an interest free loan.

