



King's Trust

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Director of Delivery – Wales	PAY BAND:
FUNCTION:	Delivery	
THE TEAM:	The Delivery team in Wales are responsible for enabling young people to realise their potential, through our education, employment and enterprise programmes.	

WHERE YOU WILL FIT

CEO	Director of Delivery – UK	Director of Delivery – Wales	Wales Delivery Team
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

As our Director in Wales, you will be responsible for leading the team to deliver the Trust's strategy. Our vision is to end youth unemployment. You will drive our focus on that vision through high quality delivery of inclusive support to young people, building brilliant partnerships and effective management of resources to increase our reach and impact. You will be responsible for managing a budget in the region of £2 million and a team of c.34 Wales based colleagues. You will ensure collaboration with colleagues across the UK, putting the needs of young people central to everything we do. You will also be part of The King's Trust senior leadership team, working with colleagues across the UK to achieve our shared mission of supporting young people to build the confidence and skills they need to find work.

WHAT WILL YOU DO

-  Lead, develop and inspire delivery leaders and their teams, creating a high performing and positive culture.
-  Ensure delivery of consistent, high impact and high-quality programmes in Wales, through a combination of face-to-face, digital and partner delivery, responding to the needs of young people who need our support the most.
-  Translate our five-year organisational strategy into effective regional delivery plans that respond to local needs and funding opportunities.
-  Act as the senior ambassador for The King's Trust in Wales, representing the organisation with funders, partners, Welsh Government, and other stakeholders.
-  Work closely with key fundraising leads to support, cultivate, and develop successful partnerships, enabling us to grow our income, including leadership of the Wales Development Committee (WDC).
-  Continue to embed our place-based approach across the country, reaching more young people from areas of deprivation, (IMD 1-3) increasing engagement from young women and young people from Black, Asian and minority ethnic communities.
-  Lead country focused and organisational wide projects and initiatives to support the achievement of our strategy goals.
-  Champion wellbeing, equality, diversity and inclusion across delivery teams, and across our support to young people, so we can realise our ambition to tackle inequality.
-  Analyse a range of data and insight, making effective decisions which lead to improved impact and outcomes for young people.
-  Ensure our People priorities are embedded across the Wales team, as well as leadership of people projects across the delivery function.
-  Ensure Safeguarding and Health & Safety standards are adhered to across all delivery activity.
-  Ensure contractual and performance requirements are met with effective resource management, value for money and sustainability.



King's Trust

THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Exceptional and inspiring leadership skills with the ability to motivate a high performing team.	This is a key leadership role within The Trust - your team will be leading the delivery of our life changing work across Wales.
Ability to manage many teams across multiple locations and bringing them together to achieve common goals.	We have delivery colleagues based in various locations across Wales, and you will need to be able to provide engaging leadership to all and embed our place-based approach.
Strong strategic thinking skills, with the ability to translate strategy into operational delivery.	We will need you to lead implementation of our strategy across Wales, so will need to bring this to life for colleagues at all levels of the organisation.
Commercially astute with considerable financial skills and ability to manage large and complex budgets.	You will be responsible for managing a multi-million-pound budget with complex contract requirements. A strong foundation of financial skills will be core to understanding this.
Confident in networking and influencing external, senior stakeholders and building strong partnerships across the public, private and voluntary sectors.	Much of our delivery teams work is secured via key public and private partnerships. An ability to build and maintain relationships with the private and the third sector will be key in building success.
Genuine and empathetic understanding of the challenges facing young people.	We want you to care deeply about making lasting change to young people and use your knowledge and understanding to improve our outcomes.
Great analytical skills and ability to make data driven decisions.	You will need to interpret and present data to a range of audiences with support from functional leads. This insight and data should be the basis of decision making.
Understanding of the Welsh devolution context and how policy, commissioning and funding differ from other UK nations.	You are the senior leader within Wales and will need to spot and maximise opportunities to grow funding and establish the Trust as the provider of choice within that context.
Experience	Why do we need this?
Proactive leadership of EDI and evidence of delivering positive action and change.	We believe people are at the heart of everything we do and expect all our colleagues to commit to creating an inclusive environment
Experience of successfully leading teams and organisations through significant change.	We are in the first year of our ambitious five-year strategy and you will need the ability to lead the team through the changes strategy will bring.
Experience of achieving organisational performance targets and measures.	We set ourselves targets to ensure we stay true to our ambition of supporting as many young people as we can in the most impactful, meaningful way.
Experience of leading cross organisational projects or initiatives, cutting through complexity and working across different teams to make positive change happen.	As a member of the Trust's senior leadership team, you will be required to lead on projects across the UK with a range of colleagues, ensuring impact for young people.

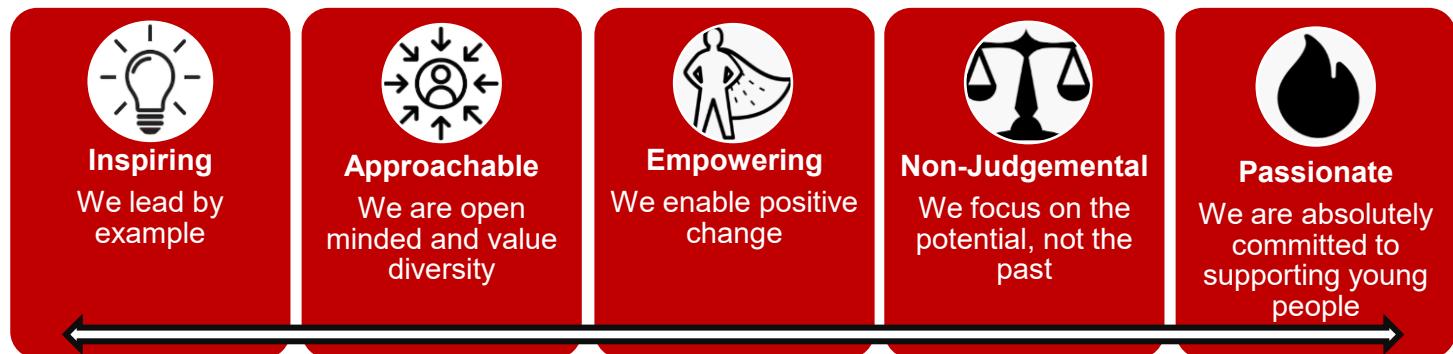
WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of embedding digital or blended delivery models to increase reach and accessibility.	We want to prepare young people for the future world of work and know we need to adapt and flex our programme delivery to achieve this.
Experience of working within a national charity large multi-region organisation, particularly youth services, employability, education or related fields.	This is the sector we operate in, and prior knowledge would be advantageous, however we have many colleagues who successfully join us from other sectors.
Skills & Knowledge	Why do we need this?
Understanding of fundraising opportunities within Wales and UK wide.	You will need to work with fundraising colleagues to secure and deliver on existing and new income opportunities.

WHAT DO WE EXPECT FROM YOU?

OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, [click here](#).

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a Senior Leadership level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for your own role and young people</p> <p>You hold our commitment to help young people front & centre</p> <p>You lead a culture of honesty, respect, fairness and trust</p> <p>You face challenges with dynamism and determination</p> <p>You're authentic, bringing unique talents to work and encouraging others to do the same</p> <p>Role models integrity and acts according to our Values</p>	<p>You drive organisational change and improvement based on a broad understanding of internal & external factors</p> <p>You balance entrepreneurship & innovation with consistency</p> <p>You lead a culture of continuously improving performance by learning quickly from mistakes</p> <p>You drive your own development & contribution to the sector</p> <p>You support the development of others & organisational knowledge</p> <p>You demonstrate self-awareness & act as a role model for giving & receiving honest feedback</p>	<p>You're visible, credible & inspiring in communicating the vision across The Trust</p> <p>You translate complex information and decisions into clear & engaging messages</p> <p>You adapt communication/influencing style to the audience to achieve impact</p> <p>You engage with alternate perspectives & constructively discuss difficult decisions</p> <p>You understand others' point of view and listen to their concerns / barriers before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You build effective teams, encouraging collaboration throughout The Trust to break down silos</p> <p>You share knowledge & information, asking for help from others when needed</p> <p>You build internal & external networks in pursuit of partnerships that help us support young people</p> <p>You prioritise broader organisational agenda above own specialism</p>	<p>You build a vision for the future for your own team to achieve Trust-wide goals</p> <p>You develop strategies & plans for the long / medium term</p> <p>You seize opportunities that align with The Trust's vision</p> <p>You role model sound judgement & data driven decision making, making difficult or unpopular decisions when necessary</p> <p>You manage resources, taking a balanced approach to risk in order to achieve objectives</p> <p>You empower others through effective delegation or responsibility & decision making</p>

THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.