

## YOUR NEW ROLE AT THE TRUST

<b>JOB TITLE:</b>	NHS Scotland – Delivery Partnerships Manager	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Delivery	Support Delivering
<b>THE TEAM:</b>	The team is responsible for developing our partnership strategy with the NHS in Scotland to develop and deliver services for young people that secure sustainable job outcomes.	<b>Specialist/Managerial</b> Technical Lead/Function Head Senior Leadership Team

## WHERE YOU WILL FIT

Director of Delivery	Director of Delivery - Scotland	Head of Delivery	<b>NHS Scotland – Delivery Partnerships Manager</b>
----------------------	---------------------------------	------------------	---

## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

The team develop high quality delivery partnerships with the NHS in Scotland to deliver exceptional services and job outcomes that benefit young people, supporting them into long term careers. Developing partnerships through a commercial mindset allows us to maximise the funds The Trust has available, enabling us to support and reach more young people.

## WHAT WILL YOU DO?

-  Establish & develop partnerships with NHS employers with entry level vacancies in agreed metro & high need areas.
-  Liaise closely with the local delivery teams to understand their plans and priorities.
-  Work closely with the wider delivery team to share best practice and engage national partners with vacancies.
-  Ensure The Trust is connected to networks within the NHS to provide great employment, training, and work experience opportunities for young people.
-  Capture information on new partnerships and activity to enable accurate reporting on impact, finance, and contracts.
-  Champion and advocate Equality, Diversity, and Inclusion by encouraging positive change through implementation of local action plans that support The Trust's overall EDI aims.
-  Actively role model best practices by operating in a safe & compliant way, ensuring relevant policies and practices are adhered to, therefore delivering maximum service for young people.
-  Onboard and monitor the performance of partners including in areas of delivery, compliance with our policies, values, health and safety, and safeguarding.
-  Work collaboratively with other delivery colleagues to ensure plans align with our priorities, organisational strategy, and place-based focus.

## 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?
Understanding & knowledge of the NHS sector in Scotland.	To increase our partnerships & connections in this sector.
Commercial acumen with ability to communicate, network and collaborate with multiple stakeholders internally and externally.	You will seek new opportunities and partnerships with training partners and employers in the NHS which create employment opportunities for young people.
Knowledge of safeguarding, health & safety practices and a strong understanding of Equality, Diversity and Inclusion in the workplace.	To ensure The Trust safeguards young people, staff and volunteers and engages partners who do the same.
Extensive knowledge of recruitment and career pathways within the NHS.	You will be engaging NHS partners as well as managing national partnerships and influential networks.
Deep knowledge, understanding and empathy of the current issues faced by young people across the UK.	We want you to care deeply about making a lasting change to young peoples' lives and understand the life changing role your team plays in supporting young people every day.
Experience	Why do we need this?
Translating strategy into deliverable operational initiatives and plans.	To ensure new partnerships add meaningful value to young people's journey.
Experience in developing detailed proposals, budgets & partnership agreements alongside using project plans and interpreting financial information.	You will be responsible for developing proposals and drafting agreements which engage new partners.

### WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of using a charity CRM system.	To manage partnership information correctly.
Evaluation and impact measurement of partnerships and relationships.	To ensure we understand the impact and performance of our partnerships.
First-hand experience with the young people we help.	We expect you to have a deep understanding of the issues that young people are currently facing - if you have first-hand experience, it would be even better.

# 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.

 <b>Inspiring</b> We lead by example	 <b>Approachable</b> We are open minded and value diversity	 <b>Empowering</b> We enable positive change	 <b>Non-Judgemental</b> We focus on the potential, not the past	 <b>Passionate</b> We are absolutely committed to supporting 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 specialist/managerial level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
You inspire others through a passion for what we do You keep young people and our end goal in mind You build trust in others through reliability and holding self-accountable for success Resilient in the face of challenges, not taking constructive criticism personally You're authentic and bring unique talents to work, encouraging others to do the same You role model integrity and act according to our Values	You champion change initiatives and help others see the benefits and opportunities You take an entrepreneurial approach to improving how we do things You seek opportunities to enhance your own development and build expertise You role model a positive and constructive approach to giving & receiving feedback You support others in adapting to change	You're approachable, clear and assertive You cascade important and relevant information to others clearly and swiftly You treat people as individuals, tailoring communication and influencing style accordingly You communicate difficult messages and challenge others' thinking effectively You listen to and empathise with others to understand the root of situations before responding	You role model effective and mutually supportive teamwork with colleagues You manage the expectations of others, gaining buy-in where required You share knowledge and information You build and invest in relationships across The Trust You use awareness of how your own team fits within the wider organisation to find solutions	You translate The Trust's long-term vision and strategy into actionable plans & targets You take responsibility for making and implementing logical, data-based decisions You're flexible and responsive as priorities and requirements change You seek solutions and solve problems, empowering others to do the same

## 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.