



King's Trust

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Delivery Manager – Partnership Development	PAY BAND:
FUNCTION:	Delivery Partnerships	
THE TEAM:	The partnerships team is responsible for the development of our delivery partnership strategy across England, enabling us to develop partnerships that deliver services for young people and are commercially viable for the Trust.	

WHERE YOU WILL FIT

Director of Delivery	Country Director	Head of Delivery – Partnership Development	Delivery Manager – Partnership Development	Youth Development Leads
	Senior Head of Delivery – Partnership Development			

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

The team forge new partnerships across our metropolitan and high-need areas. Working closely with the place-based delivery teams, the partnerships team will develop high-quality delivery partnerships that deliver exceptional services and outcomes that benefit young people. Developing partnerships through a commercial mindset will also allow us to maximise the funds the Trust has available, this then enabling us to reach and support more young people.

WHAT WILL YOU DO?

- Develop and establish new service delivery partnerships in target sectors as identified through the development of local place-based delivery plans.
- Liaise closely with delivery teams and the programme development team to ensure the Employability & Education propositions can be driven forward across each area of focus.
- Lead and inspire a team of Youth Development Leads to deliver a localised partnership plan by setting clear objectives and effectively managing performance against targets set.
- Ensure The Trust is connected to employers and employment networks to be able 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 (EDI) by encouraging positive change through the implementation of local action plans that support our overall aims within EDI.
- Actively role model best practices in operating in a safe & compliant way, ensuring relevant policies and practices are adhered to delivering maximum service for young people.
- Onboard and monitor the performance of partners including 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.



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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?
Broad understanding and knowledge of growth employment sectors	To increase our connections and partnerships in key sectors
Effective data analysis skills and ability to interpret complex information to improve service delivery	You will need to interpret and present insight and data on employment & labour markets in the city region to drive improvements across our services
The ability to develop detailed proposals, budgets, and partnership agreements alongside using project plans and interpreting financial information.	You will be responsible for developing proposals and drafting agreements which engage new partners
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 growth industries which create employment opportunities for young people
Knowledge of Safeguarding, Health & Safety practices, and a strong understanding of the value of Equality Diversity and Inclusion in the workplace	To ensure The Trust safeguards staff, young people, volunteers and engages Partners who do the same
Experience	Why do we need this?
Managing a diverse team that could be based across multiple locations including effective performance management and development	You will line manage a team of Youth Development Leads who will require pastoral support, clear objectives setting and performance management alongside supporting their career development
Translating strategy into deliverable operational initiatives and plans	To ensure new partnerships add meaningful value to young people's journey
Deep knowledge, understanding and empathy of the current issues and barriers 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 lifechanging role your team plays in supporting young people every day

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience in using a charity sector CRM system	To manage partnership information effectively
Evaluation and impact measurement of partnerships and relationships	To ensure we understand the impact and performance of our partnerships
Skills & Knowledge	Why do we need this?
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 then 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.



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