

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Strategic Programme Lead	PAY BAND:
FUNCTION:	CEO Office	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Strategy team, part of the CEO Office, drives the alignment of the Trust's strategic priorities, ensuring clear governance, coordination and delivery across the organisation.	

WHERE YOU WILL FIT

CEO	Head of Strategy	Strategic Programme Lead
-----	------------------	---------------------------------

HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

The Trust has launched an ambitious strategy for 25-30. In service of delivering against the strategy, we are seeking to redesign our business model to unlock future opportunity, through a sustainable financial model, an ambitious income strategy and an operating model that reflects the dynamic environment within which we operate. Your role is needed to translate the ambition and insight to date into operational progression. A clear and effective business model means the Trust can deliver its best work for young people, in line with our Vision of *ending youth unemployment*.

WHAT WILL YOU DO?

-  **Strategic Programme Leadership**, you will engage with key stakeholders to critically review and validate the business model transformation programme. This role will set out the key milestones and ensure that the delivery plans meet the strategic objectives of The Trust, translating strategic ambition into clear, phased delivery plans to enable the Trust to adopt a new business model.
-  **Strategic Insight and Delivery Oversight**. Monitor progress across all strands of the programme, ensuring milestones are met and key insights are extracted. Identify risks and proactively manage dependencies. Support resource optimisation and ensure the programme is delivering impact.
-  **Manage complexity**. Simplify and structure complex strategic challenges into manageable workstreams with clear deliverables. Ensure clarity of decision-making, accountability, and ownership across the programme. Support teams in navigating ambiguity and evolving priorities.
-  **Stakeholder Engagement & Communication**. Collaborate with Senior Leadership and cross-functional teams to ensure successful implementation of the programme. Design and implement communication strategies that keep stakeholders informed, engaged, and aligned. Ensure that barriers to progress are openly discussed and resolved with the key stakeholders, and where necessary, ensure that the appropriate channels of communication are in place.
-  **Strategic Facilitation**. Facilitate Leadership workshops that focus on delivering against those milestones ensuring that the solutions are commercially robust and are both externally and future focused.
-  **Testing**. Identify opportunities to test and deploy the new models and examine the impact of the changes. Ensure that the risks are carefully monitored, and appropriate mitigations are in place. Support the development of the appropriate KPIs and dashboards to monitor progress and success.
-  **General CEO Office Support**. Provide flexible support across the CEO Office. This includes contributing to strategic leadership and strengthening coordination across the organisation. Work with teams and stakeholders in a way that builds trust, reflects our values, and enables the organisation to operate smoothly and effectively.

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?
Strong strategic thinking and systems design capability.	Our business model design is a highly strategic piece of work and requires a depth of thinking to align sometimes competing considerations.
Commercial skill	A commercial mindset helps us design solutions that balance income, cost and resources. It ensures the business model is financially sustainable and that decisions support long-term impact for young people.
Solutions Orientated and a Self-starter	You will be confident in flagging risks and supporting stakeholders to identify barriers and form solutions. We expect you to be driven, with experience working both in isolation as well as part of a team.
Ability to work across ambiguity, complexity, and competing priorities.	You will be required to move conceptual thinking into operational reality in a complex internal and external environment.
Excellent stakeholder management and communication skills	You will need to build broad and deep relationships at all levels of the organisation to grow commitment to a future business model and to manage the progression of the work.
Excellent project management skills	A clear structure will be required, with clear actions, accountabilities and milestones to ensure progress.
Comfortable working at pace, with a test-and-learn mindset	Pace will be important to ensure progress to ensure we can make positive changes in the early stages of the strategy period. Test and learn will be an important part of determining the right business model design.
Experience	Why do we need this?
Proven experience leading strategic transformation programmes, ideally in purpose-driven or complex organisations.	We expect the business model design to form the basis of the strategic transformation required to be undertaken during this strategy period.
Experience in business model design, organisational development, or innovation is highly desirable.	This experience is well aligned to the conceptual thinking that has taken place to date and experience of business model/ OD will be needed to make operational progress.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Understanding of the youth work sector.	Our design must reflect both our internal capacity but also the external market. Applying this understanding will strengthen your approach.
Skills & Knowledge	Why do we need this?
Ability to identify and bring in external subject matter experts.	It is likely that we will need expert stimulus/support to ensure we have the right knowledge. Being able to identify that at the right time is key.

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.

 <p>Inspiring We lead by example</p>	 <p>Approachable We are open minded and value diversity</p>	 <p>Empowering We enable positive change</p>	 <p>Non-Judgemental We focus on the potential, not the past</p>	 <p>Passionate We are absolutely committed to supporting young people</p>
--	---	--	---	---

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 technical lead or head of 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 what we do.</p> <p>You keep young people and our end goal in mind.</p> <p>You instil trust in others through consistency, professionalism and being accountable for team success.</p> <p>Resilient and determined in the face of challenges.</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 understand the internal & external factors that demand change and innovation from The Trust</p> <p>You lead change processes with skill & positivity and help others see the benefits and opportunities.</p> <p>You take an entrepreneurial approach to improve how we do things.</p> <p>You take steps to further own development, coaching others to do the same.</p> <p>You encourage a culture of constant improvement.</p> <p>You role model a positive & constructive approach to giving and receiving feedback</p>	<p>You're approachable, clear, and inspiring.</p> <p>You effectively communicate information throughout The Trust</p> <p>You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way.</p> <p>You seek to understand multiple perspectives, listening to others' concerns or barriers before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You bring the team together in pursuit of shared purpose.</p> <p>You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities.</p> <p>You share knowledge and information.</p> <p>You build a broad range of trusting relationships both across The Trust and externally.</p> <p>You have a broad organisation knowledge and awareness of how actions in one team will affect others</p>	<p>You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly.</p> <p>You make decisions through establishing facts, considering consequences, and making sound judgements.</p> <p>You address obstacles, finding workable solutions.</p> <p>You set quality standards & challenge others to maintain them.</p> <p>You empower the team and place trust in them to take ownership and deliver results.</p> <p>You manage resources to maximise their impact and deliver results</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.