

## YOUR NEW ROLE AT THE TRUST

<b>JOB TITLE:</b>	Senior Head of Delivery	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Delivery	Support Delivering Specialist/Managerial
<b>THE TEAM:</b>	The King's Trust Delivery team changes young people's lives. They support directly, digitally and through partners and volunteers, thousands of young people across the UK each year to realise their potential.	<b>Technical Lead/Function Head</b> Senior Leadership Team












## WHERE YOU WILL FIT

Country Director	<b>Senior Head of Delivery</b>	Head of Delivery	Delivery Managers	Youth Development Leads
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## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Since 1976, our Delivery Teams have given over 1 million young people hope for the future. You will deliver services to thousands of young people aged 11-30 in communities all across the UK. Your work will inspire and create opportunities within Education, Enterprise and Employability giving them the skills, knowledge, and confidence to achieve their goals.

## WHAT WILL YOU DO?

-  Lead a high-performing place-based team that engages and motivates colleagues, volunteers, and delivery partners within their geographic areas to provide exceptional support to young people.
-  Develop and deliver ambitious, sustainable business plans and budgets which support the delivery of the organisation's strategy and place-based approach across England.
-  Monitor performance against agreed plans, ensuring our targets and goals are achieved whilst having the greatest impact on our positive outcomes for young people.
-  Provide visible leadership to colleagues, ensuring they are working to achieve priorities and objectives and have the information and knowledge to realise their potential.
-  Make financially informed decisions to make best use of our resources by identifying efficiencies, increasing productivity, and ensuring accurate cost control and workforce planning.
-  Positively build and develop key external senior stakeholders and networks across the region, advocating the work of The King's Trust across the public, private and voluntary sectors.
-  Work collaboratively with colleagues across Programme Development and Technology to ensure our propositions are effectively delivered and improvements embedded consistently.
-  Take active responsibility for driving forward our EDI ambition across the region, broadening our reach, and increasing our representation.
-  Work in partnership with Fundraising leads to support income generation and ensure effective performance in line with contractual requirements.
-  Support the Director of England, including deputising for them as necessary, and other members of the Trust's senior leadership team in projects or initiatives that improve existing provision for young people.
-  Oversee the procurement and management of delivery partners to ensure they provide value for money and adhere to safeguarding and health and safety regulations.

# 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?
Ability to develop and deliver complex delivery plans for your geography understanding the local and country context.	You will be responsible for leading the development of a complex delivery plan across a large geography. Understanding the local needs of young people & funding context is key
Commercially confident with extensive financial planning and management skills	This role is responsible for developing and managing a large budget and delivering on all contractual responsibilities ensuring that all delivery is within the budgeted cost and maximises income
Exceptional leadership skills, with the ability to inspire and motivate a dispersed team across a large geography.	You will be responsible for leading a large, dispersed team as well as being required to work positively in collaboration with a diverse range of teams and colleagues across The Trust.
Confidence and ability to develop and sustain external senior networks and partnerships in the public, private and voluntary sectors across a complex and wide geography	This role will be instrumental in engaging with senior personnel in the funding and delivery arena. The ability to inspire and influence at a senior level will be key critical
Confident in collaborating across teams, including matrix management of teams and projects, driving large-scale initiatives that make a difference to young people's experience in the Trust	You will work collaboratively with colleagues across the UK to ensure the delivery of The Trust plans are achieved and lead colleagues to take ownership of tasks/projects
Strong understanding of young people and the challenges and opportunities facing them.	This will be essential to make effective decisions to develop your service delivery plan, support your teams and deliver the best service provision to young people.
Demonstratable commitment to equality, diversity, and inclusion within the workplace and with partners and young people.	We expect all our colleagues to commit to ensuring equality, celebrating diversity, and advocating for a welcoming and inclusive environment, driving positive change to that effect
Experience	Why do we need this?
Experience in delivering services to young people ensuring a safeguarding and Health & safety-first culture and compliance	Keeping young people, colleagues & volunteers safe is an absolute priority. You will set the culture and manage the performance of this ensuring a consistent, safe service is delivered
Experience in communicating effectively with large, diverse teams across a significant geography.	Effective communication will be essential to ensure all colleagues are clear on the delivery plan, understand their responsibilities and feel valued and included in the team
Experience working within a data and performance-driven environment that delivers high-quality results and impact	Showcasing our work and demonstrating our impact is critical to the sustainability of The Trust. The performance and accountability culture you set will be key to evidencing this

## WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience in bringing internal multi-disciplinary teams together that align for a common cause	Collaborating with teams across the Trust enables us to deliver against our strategy. You will build and maintain, at all levels, a strong sense of togetherness and purpose
Experience in developing and delivering communication plans	We must communicate effectively and demonstrate the value of our work as a collective. Consistent and engaging communication strategies will be key to this network's growth
Experience working within the charity sector	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 the operating context across the country and the ability to lead significant UK-wide projects.	You will be required to take lead responsibility for themes/tasks/projects across England in support of the collective delivery plan & continued development of The Trust's service
The ability to support fundraising partnerships that support the income generation of an organisation	Ensuring our work has vital funding in place is critical. You will collaborate with fundraising colleagues as we continue to develop and deliver our business plans and strategy.

# 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 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 &amp; external factors that demand change and innovation from The Trust</p> <p>You lead change processes with skill &amp; 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 &amp; 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 &amp; 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.