



King's Trust

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Head of Health & Social Care	PAY BAND:
FUNCTION:	Delivery	Support Delivering Specialist/Managerial Technical Lead/Function Head Senior Leadership Team
THE TEAM:	The Health Team are part of the England Delivery Team, dedicated specifically to delivering the outcomes on the Health & Social Care Contract.	

WHERE YOU WILL FIT

CEO	Director of Delivery	Director of Delivery – England	Head of Health & Social Care	Matrix Management Lines
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Your role is integral to supporting young people into jobs in the health and social care sector. You will support our delivery teams, to deliver excellent services for young people who are interested in a new career in health.

WHAT WILL YOU DO?

-  Part of the Leadership Team for delivering the Health & Care contract, you will work closely with Directors and other leaders internally and externally to develop a delivery plan that is aligned with our organisational strategy.
-  Lead and inspire delivery teams to deliver ambitious plans that support young people into careers within the health & care sector.
-  Provide visible leadership to colleagues across England, ensuring they are working to achieve objectives and have the information and knowledge that enables them to deliver.
-  Hold excellent knowledge of the details of the contract and ensure our teams are delivering against KPIs and targets set, regularly reporting on the performance of the contract both internally and externally.
-  Work closely with a wider group of stakeholders and collaborate with delivery, fundraising, evaluation, and contract management colleagues to ensure we have the engagement we need.
-  Work collaboratively with colleagues in other departments to deliver changes and improvements to systems and processes to allow excellence in delivery to young people.
-  Foster a culture which enables teams and other stakeholders to do the very best for young people whilst also ensuring safeguarding and health and safety standards are met.
-  Champion EDI and take an active responsibility for driving forward our EDI ambition, broadening our reach, and increasing our representation.
-  Lead on our engagement and influence with the Department for Health and Social Care, by attending regular performance and partnership meetings that report and celebrate the positive achievements of The Trust.
-  Advocate the work of the Trust by undertaking external engagement activities with volunteers and partners that recognise and value their contribution.



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 operational plans	You will support the development of a complex delivery plan across a large geography. Understanding the local needs of young people & funding context is key
Sound financial budgeting and contract management skills.	You will be responsible for developing and supporting a large budget and delivering on all contractual responsibilities ensuring that all delivery is within the budgeted cost.
Inspiring leadership skills, with the ability to inspire and motivate a dispersed team.	You will be responsible for supporting 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.
Ability to influence and support teams without direct line management.	You will work collaboratively with colleagues across the UK to ensure the delivery of The Trust's plans are achieved and lead colleagues to take ownership of tasks/projects
Excellent knowledge of The King's Trust Health contract.	The success of this pivotal contract is dependent on empowering and enabling the wider delivery team to deliver now and in the future
Demonstrable 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 & health & safety-first culture	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 monitoring quality and striving for the highest standards of delivery for young people.	The young people we help and the funders who enable our work deserve nothing less.
Experience working within a data and performance-driven environment that delivers high-quality results.	Demonstrating our impact is critical to the success of this contract and the sustainability of The Trust. The performance and accountability culture you set will be key to evidencing this
Experience in building networks in the health and care sector	The strength of these networks and the transition of these relationships to the delivery teams will be vital to the successful completion of this contract
Experience in engaging and influencing across different disciplines.	Engaging the whole organisation will be core to the success of the contract - the experience of doing this and taking them with you at all levels of seniority will be key.

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience in leading innovation and change to deliver results	This is a pioneering contract which has provided us with the opportunity to approach our work with young people in a different way - innovation and change is the way we grow and learn.
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 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.
Full driving license.	Your role may be covering a large geographic area within the country, which will require travel to visit delivery sites and attend meetings occasionally in other parts of the UK
The ability to support fundraising partnerships that support income generation.	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.



Inspiring

We lead by example



Approachable

We are open minded and value diversity



Empowering

We enable positive change



Non-Judgemental

We focus on the potential, not the past



Passionate

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 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.