

YOUR NEW ROLE AT THE TRUST



**START
SOMETHING**

JOB TITLE:	Senior Head of Partnerships – Scotland	PAY BAND:
FUNCTION:	Fundraising & Marketing	Support Delivering Specialist/Managerial
THE TEAM:	Sitting within the wider Fundraising & Marketing Directorate, the Partnerships team raises vital funding from UK, national and local government, as well as other statutory sources. In Scotland, they work collaboratively with Delivery colleagues to secure £3m of funding annually.	Technical Lead/Function Head Senior Leadership Team

WHERE YOU WILL FIT

CEO	Director of Delivery	Director of Delivery - Scotland Director of UK Government Partnerships (Matrix line management)	Senior Head of Partnerships – Scotland	Head of Partnerships
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

As a key member of the Executive Management Team in Scotland, you will develop and implement our strategy to secure £3m of public sector funding. This income is essential to delivering our work, supporting over 7,000 young people across Scotland. You will also lead our Public Affairs strategy, amplifying the voice and lived experience of young people to influence and inform public policy.

WHAT WILL YOU DO?

-  Provide strategic leadership, vision, and oversight to the Partnerships Team in Scotland, raising £3m annually via public sector partnerships.
-  Represent The Prince's Trust externally, building relationships with senior stakeholders and inspiring them to engage with our work.
-  Play a wider leadership role on the Scotland Management Team and UK Fundraising & Marketing Leadership Group, delivering our business plan and role modelling The Trust's values.
-  Lead our high-performing Partnerships team in Scotland, inspiring the team to achieve their best work.
-  Deliver a Public Affairs plan for Scotland, engaging national and local government stakeholders, to positively influence policy related to our work and young people.
-  Build strong, collaborative relationships with key internal stakeholders, ensuring funding opportunities align with delivery plans and capitalises on wider funding opportunities.
-  Hold responsibility for financial reporting and budget management relating to the Public Sector income in Scotland.

THE SKILLS YOU'LL BRING



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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?
Excellent communication skills including the ability to write compelling proposals and present with confidence.	To effectively engage and influence key stakeholders and communicate our work with passion and confidence.
An understanding of the funding and policy landscape in Scotland, specifically in relation to young people, education, employability, and enterprise	You will provide strategic leadership to effectively identify and secure public sector funding for our work in Scotland.
A strong relationship builder	To succeed in the role you will need to build strong relationships with partners, volunteers, and colleagues.
Excellent leadership and management skills with the ability to motivate and drive results	You will lead a passionate and committed group of fundraisers to deliver exceptional results.
An understanding and empathy for the issues that directly impact the young people we support and the wider challenges they face locally	As a Senior Leader within the organisation, we want you to care passionately about the young people we support, having an understanding & empathy of the barriers they face.
Experience	Why do we need this?
Experience of successfully generating income in a target-driven role	This is a senior fundraising role with a c. £3m annual budgetary responsibility.
Senior Management experience, including line-management and development of direct reports to successfully deliver results.	You will lead a team of fundraisers and hold a key leadership role in Scotland
Experience of account-managing key funder/client relationships and complex partnerships at a senior level	This is a core part of the role as well as being able to lead and support others to be successful in this area

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of working in a charity	To understand the challenges and rewards of working in the third sector
Experience of Public Affairs and influencing senior decision-makers in a political context	To ensure the voice and needs of young people are helping shape Scotland public policy
Experience of bid-writing, budgeting and contract management in relation to commissioned services	This will help you navigate complex funding opportunities.
Experience of using Raiser's Edge or similar CRM system	We use Raiser's Edge to manage our forecasting and supporter data.

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 Prince'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 PT CAN (our Cultural Awareness Network), PT GEN (Gender Equality Network), PT 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/Function Head 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 Prince'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 in accordance with 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.