



**START SOMETHING**

# YOUR NEW ROLE AT THE TRUST

<b>JOB TITLE:</b>	Country Director, Scotland	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Delivery	Support Delivering Specialist/Managerial Technical Lead/Function Head <b>Senior Leadership Team</b>
<b>THE TEAM:</b>	Our Delivery team deliver high quality, life changing services to young people throughout the UK. Through direct delivery, digital delivery, and partnership delivery, we help over 60,000 young people across the UK each year.	

## WHERE YOU WILL FIT

CEO	Director of Delivery	<b>Country Director, Scotland</b>	Scotland Delivery Team
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## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

As our Country Director, you will be responsible for delivering the Trust’s strategy across Scotland. Our vision is that every young person should have the chance to succeed. This will involve driving the high-quality delivery of our services throughout the country. You will be responsible for managing a budget in the region of £5.5m and leading a dispersed team comprising colleagues, volunteers and a network of referral and delivery partners, working together to support young people to transform their lives by developing the confidence and skills to live, learn and earn.

Your role is a part of the Delivery Senior Leadership team and you’ll also be a member of The Prince’s Trust’s Senior Management Team, who work collaboratively to achieve the shared ambition of supporting young people to succeed.

## WHAT WILL YOU DO?

-  Drive a high performing management team across Scotland that lead and inspire colleagues, volunteers, and delivery partners to provide exceptional support to young people.
-  Ensure delivery of consistent, high impact and high-quality programmes across Scotland, through a combination of face to face and digital delivery, responding to the needs of young people who need our support the most.
-  Work closely with senior leaders across Delivery SLT to ensure we have a collaborative approach to achieving our business plans, which is streamlined and efficient across the whole organisation.
-  Work closely with key fundraising leads to support, cultivate and develop successful partnerships with stakeholders in the public and private sector, which includes leadership of the Scotland Advisory Committee Stakeholders.
-  Foster a culture which enables colleagues to support young people to live, learn and earn in a safe environment, ensuring Safeguarding and Health & Safety standards are adhered to and are of high priority, including the safe use of digital solutions to deliver programmes and support to young people.
-  Develop relationships with stakeholders and partners across Scotland to enable us to further strengthen our network of support and opportunity for young people.
-  Be responsible for the nurturing and growth of The Prince’s Trust’s networks and reputation in the sector through driving a strong and highly visible presence throughout Scotland and represent the Prince’s Trust at external events.
-  Ensure you have an understanding of Scottish Government policies and strategies and how they relate to the operating context of the work of the Prince’s Trust.
-  Proactively lead our Equality, Diversity, and Inclusion (EDI) strategy in Scotland, to realise our ambition to support more disadvantaged young people from a range of backgrounds on to our programmes and subsequently into employment or training.

# 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?
Exceptional and inspiring leadership skills with the ability to motivate a high performing team.	This is a key leadership role within The Trust - your team will be leading the delivery of our lifechanging work across Scotland.
Ability to engage with multiple colleagues and teams across the organisation through powerful communication and influencing skills.	Success does not happen in silo – the local delivery teams will need to work seamlessly with each other and other core functions to ensure we are offering the best support to young people that we can.
Commercially astute with considerable financial skills and ability to manage large and complex budgets.	You will be responsible for managing a multi-million-pound budget with complex contract requirements. A strong foundation of financial skills will be core to understanding this.
Confident in networking and influencing external, senior stakeholders and building strong partnerships across the public, private and voluntary sectors.	Much of our delivery teams work is secured via key public and private partnerships. Understanding complexity around the differentiated government policy and institutional context within Scotland's public sector along with an ability to build and maintain relationships with the private and the third sector will be key in building success.
Genuine and empathetic understanding of the challenges facing local young people.	We want you to care deeply about making lasting change to young people and understand the role your team plays on the front line.
Great analytical skills and ability to make data driven decisions.	You will need to interpret and present young people, Impact, financial, and staffing data to a range of audiences with support from functional leads. This data should be the basis of decision making.
Experience	Why do we need this?
Proactive leadership of EDI and evidence of delivering positive action and change.	We believe people are at the heart of everything we do and 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 of successfully leading teams and organisations through significant change.	There will be always significant and continuous change in any large organisation – you will need the reliance to lead this and take others with you.
Experience of developing and delivering business plans	Our Country Directors are key to delivering the organisation's strategy and this is done through excellent business planning.
Experience of managing many teams across multiple locations and bringing them together to achieve common goals.	We have a presence across multiple sites in Scotland and each of these are integral to providing high quality support to as many young people as we can reach.
Experience of working with measures of success to drive performance and impact.	We set ourselves targets to ensure we stay true to our ambition of supporting as many young people as we can in the most impactful, meaningful way.

## WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Experience of working with volunteers.	We have over 5,000 passionate volunteers, the majority of which support our Delivery teams.
Experience of 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?
Media skills	The Trust is a high-profile organisation, and you will likely be required to speak with media / high profile audiences to talk about our work in an inspiring and passionate way.

# 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><b>Inspiring</b> We lead by example</p>	 <p><b>Approachable</b> We are open minded and value diversity</p>	 <p><b>Empowering</b> We enable positive change</p>	 <p><b>Non-Judgemental</b> We focus on the potential, not the past</p>	 <p><b>Passionate</b> We are absolutely committed to supporting young people</p>
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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 (LGBT 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 Senior Leadership 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 your own role and young people You hold our commitment to help young people front &amp; centre You lead a culture of honesty, respect, fairness and trust You face challenges with dynamism and determination You're authentic, bringing unique talents to work and encouraging others to do the same Role models integrity and acts according to our Values</p>	<p>You drive organisational change and improvement based on a broad understanding of internal &amp; external factors You balance entrepreneurship &amp; innovation with consistency You lead a culture of continuously improving performance by learning quickly from mistakes You drive your own development &amp; contribution to the sector You support the development of others &amp; organisational knowledge You demonstrate self-awareness &amp; act as a role model for giving &amp; receiving honest feedback</p>	<p>You're visible, credible &amp; inspiring in communicating the vision across The Trust You translate complex information and decisions into clear &amp; engaging messages You adapt communication/influencing style to the audience to achieve impact You engage with alternate perspectives &amp; constructively discuss difficult decisions You understand others' point of view and listen to their concerns / barriers before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues You build effective teams, encouraging collaboration throughout The Trust to break down silos You share knowledge &amp; information, asking for help from others when needed You build internal &amp; external networks in pursuit of partnerships that help us support young people You prioritise broader organisational agenda above own specialism</p>	<p>You build a vision for the future for your own team to achieve Trust-wide goals You develop strategies &amp; plans for the long / medium term You seize opportunities that align with The Trust's vision You role model sound judgement &amp; data driven decision making, making difficult or unpopular decisions when necessary You manage resources, taking a balanced approach to risk in order to achieve objectives You empower others through effective delegation or responsibility &amp; decision making</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.