

Head of Partnerships and Influencing

Job Description and Person Specification

Job title:	Head of Partnerships and Influencing
Reporting to:	CEO
Location:	Hybrid & flexible, minimum of 2 days per week in office in London
Contract:	Permanent, full-time (compressed hours and job share will be considered)
Salary:	£43,000 - £50,000
Application deadline:	2 nd October 2023, 9am

Job Purpose

The Head of Partnerships and Influencing will have three main objectives:

- Lead in the development and management of new and existing partnerships, including partnerships where we co-design and hold funding programmes with other foundations, and strategic partnerships with other actors invested in empowering young people and resourcing transformational change.
- Drive new business development with like-minded partners from both Inside and outside the philanthropic world, towards our mission and purpose.
- Integrate and refine our commitment to influence policy that affects young people across all areas of work, including managing grants related to influencing.

This is a new role in a small organisation, and we are looking for someone that will enjoy getting stuck in and developing their role alongside the CEO.

About you

We are looking for a candidate who fully believes in the mission of the Blaggrave Trust. Ideally you will have experience of working in organisations in transition or growth. You will need to have prior experience of working in grant-making and must have a passion for social justice work which authentically supports and empowers young people. You will have experience developing successful partnerships that are equitable and transformational in their output. You will need to have strong problem-solving skills, experience managing people and have a strong understanding and aptitude for influencing both internally and externally. See the Person Specification below for more details on what we are looking for.

We are open to candidates from all backgrounds, but we will prioritise those who will help us to continue to diversify the voices heard in philanthropic work and in particular centring young people in all we do. We are committed to creating an equitable environment where all can thrive.

Key elements of the role

Partnerships

1. Ensure Blaggrave approaches partnerships in a way which centres equity and care, reflecting our commitment to being the change we wish to see and resource.
2. Lead the development of new partnerships from both inside and outside philanthropy, maximising our influence and resources.
3. Manage or have oversight of existing partnerships with other funders, charities and delivery partners, supporting team members working in partnership with others.
4. Identify partnering opportunities, ensuring we are as collaborative as possible and avoid duplication.
5. Lead in the design of new funds in collaboration with the wider Blaggrave team.

Influencing

1. As part of the management team, use an anti-oppressive, anti-racist and climate justice lens to lead the development of a much more holistic understanding of the impact of our work, including at Board level.
2. Develop and review our approach to influencing, learning and listening, bringing the team along on the journey to ensure Blaggrave continues to develop its listening and learning culture.
3. Share our learnings externally to help shift practice more widely in philanthropy and representing Blaggrave in a variety of different environments.
4. Play a leading role in the exciting exploration of assets that will begin to take shape from January 2024. This is an opportunity to influence internally and help shape the structure, governance and content of the exploration to better align our understanding and management of resources to further our charitable aims rather than exist to grow our grant giving capital.
5. Play a key role within the Trust's management team, reviewing and developing strategy alongside the CEO.

Grantmaking

1. Manage and develop a number of strategic grants relating to Blaggrave's wider influencing work.
2. Working closely with the Head of Grants and grants team, review new proposals and ensure that our learning informs our grant making decisions.

3. Work collaboratively with other funders in existing and new pooled and aligned funding partnerships.

Management

1. Serve as a member of the senior leadership team, alongside the Head of Grants, Head of Operations and CEO, attending monthly management meetings.
2. Play an active role in budget management and oversight with a particular focus on partnership funds.
3. Line management of up to 2 members of the Blaggrave staff team.
4. Leading team meetings and attending board meetings where applicable, inclusive of supporting preparation for such meetings.

Person Specification

We are looking for someone who is experienced at managing and developing influential partnerships of a grantmaking or resource redistribution nature. We are particularly interested in candidates who are able to look beyond the funding sector to partnerships that may look and feel different from what Blaggrave is used to.

You will be experienced in accelerating change in organisations that are in transition or growth. We are looking for someone who is willing to both consolidate the huge progress made in the past few years and deliver on an agreed strategy, whilst also maintaining a clear eye on the future, identifying opportunities for further evolution where appropriate. You will be confident managing budgets and will have a track record of project delivery. You will be deeply committed to social justice principles and someone passionate to promote and empower young people as powerful forces for change, and support work that ensures their voices are heard in matters that affect them.

This will be a varied role in a fairly small but diverse and experienced team of 7. You will have to have the humility and willingness to undertake key tasks yourself e.g. managing a diary and taking minutes on occasion, whilst combining this with senior level representation, and partnership and influence leadership.

The Trust believes in living its values in how it operates – the right candidate will have a deep commitment to listening and learning; knowledge equity; reflecting on power and how we build accountability into our work that supports Blaggrave to become a transformational and anti-oppressive organisation.

We recognise that the right person may not possess all the skills listed and we will provide a sound transition, support & development package to fill any experiential gaps. However, we are looking for exceptional candidates who can demonstrate strong skills in most, if not all of the following areas:

Knowledge & Experience

- Developing strategic business development opportunities. (Essential)
- Developing and managing high level partnerships, in alignment with our values. (Essential)
- Influencing practice both within an organisation and externally through drawing evidence from both internal and external sources. (Essential)
- Organised and proactive with appropriate management experience to be confident developing this role alongside the CEO. (Essential)
- A sophisticated understanding of both internal and external change of a systemic nature. (Essential)
- Someone who is committed to reimagining philanthropy and grantmaking but who is also knowledgeable about charity law and the red lines in which charitable organisations exist within. (Desirable)

Skills

- A strategic, creative and systematic thinker – able to connect ideas and people.
- Well versed in understanding and articulating the ‘tensions’ within philanthropy and a commitment to driving alternatives to the status quo. (Essential)
- Comfortable with complexity and a skilled oral and written communicator.
- Able to balance advancing new ways of working and think about change with and by young people whilst taking people on a journey to grow understanding. (Desirable)

Values

- Empathy and respect for the lived experiences of those young people we serve. (Essential)
- A team player who believes in the mission of the Trust. (Essential)
- Alignment with Blaggrave’s values. (Essential)

We are particularly keen to hear from:

- Those who have had a non-linear career – they may have worked in more than one sector (e.g. international development, government, or outside the charity sector).
- Younger candidates in line with our mission, provided they have exceptional abilities to bring to the team.
- Those candidates who help us diversify those that work within the philanthropic sector in the UK who help us get closer to the communities we exist to serve.

Candidates must be eligible to work in the UK.

Terms and Conditions

Salary band: £43,000 – £50,000.

Location: Office-based contract with a minimum 2 days per week in our office in London, but with significant flexibility built in.

Benefits

- Pension contributions of 5% employer contribution on qualifying earnings and 5% employee contributions on the same basis.
- Annual leave 25 days p a (increasing by 1 day p.a. after 5 years service to a maximum of 30 days).
- We have begun developing a wellbeing package which at present consists of twice-yearly personal wellbeing grants and access to the Headspace wellbeing app.
- Access to a considerable personal development budget in addition to regular training and learning opportunities.
- Working in a supportive and fun team, Including a supportive Board.

Application Process

Please apply in writing by submitting a brief CV and covering letter (no longer than 1 side of an A4 page) outlining what you believe you will bring to this role to hr@blagravetrust.org by Monday 2nd October 2023 at 9am and completing our [equal opportunities form](#).

First interviews are likely to take place the week commencing 9th October and final interviews expected week commencing 16th October. All interviews will be face to face in London.

We aim to have made an offer to the right candidate by late October 2023.