

Role Description

Chapter Member – Partner



Partnerships Development Manager

This role sits within the Partner Chapter and is supported by the Chapter Lead.

Salary range: £42,059 - £52,575
Step C

Hours: 35 per week

Location: Home-Based

Disclosure Level: Basic

About the Partner Chapter

To achieve our ambitious plan of reaching all deaf children as early as possible, National Deaf Children's Society (NDCS) cannot work alone. We need to have the ability to seek out and develop mutually beneficial relationships with a variety of audiences and key strategic partnerships with a range of organisations. This is where the Partner Chapter adds value to our organisation. We have the core skills to seek out, negotiate and develop key partnerships which in turn enable our charity to achieve its strategic goals.

About the role

As a Chapter Member at the National Deaf Children's Society, you'll be in a Chapter of like-minded and skilled specialists, experts, and emerging experts who value and respect each other's contribution. Chapters are self-organising, and every member has a vital role to play, sharing their skills, knowledge, and experience and learning and developing together.

With a specialism in Strategic Partnership Development, you'll develop our approach to, and implement a comprehensive partnership development plan, aligning with our longer-term strategic aims. You'll collaborate across the organisation to understand business aims and objectives, and with one eye on the external market you'll help to find solutions through seeking new opportunities and in turn developing key new relationships with organisations. You will be skilled in research and prospecting for new business development opportunities, performing the due diligence required and in developing mutually beneficial relationships with key partners which will enable us to deliver for our audiences and achieve our long-term plans.

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Alongside this there will be times when you will use your skills, knowledge and expertise to work in squads of between six to nine people on exciting and customer focused initiatives. This involves following agile values and principles and working collaboratively with the product owner and colleagues to deliver on the strategic objectives and value for our customers. You'll be given direction on what needs to be achieved and the freedom to achieve it.

What a day in the life of a Partnerships Development Manager might look like:

- Collaborate with stakeholders across the charity to understand key business aims and objectives.
 - Having an open mind and a solution focussed approach to barriers to help solve problems and challenge the status quo.
 - Scanning the external landscape to identify strategic partnership opportunities that strengthen service delivery, influence systems and improve outcomes for deaf children and their families.
 - Prospecting both warm and cold relationships for potential partners to help us achieve our goals.
 - Using your keen research skills to perform due diligence to ensure potential partners are compatible with our aims and our values.
 - Making strong decisions regarding which partnerships to take forward and which to not progress based on insight.
 - Developing mutually beneficial relationships with new and existing partners to enable NDCS to deliver against strategic plans.
 - Communicate clearly with key stakeholders, chapter members and squad members.
 - Reflect on progress and performance - always looking to improve and keep momentum.
 - Sharing wisdom, experience, and knowledge to upskill colleagues within the chapter.
 - Work in squads and on operational tasks as well as contributing to evolving 'centre of excellence' for your skill set.
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Who are you?

- You're passionate about working as part of a team and sharing and developing your skills, knowledge, and expertise in a collaborative environment

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- You're able to work proactively, including using your own initiative to problem solve complex challenges and coach others to do the same
- You're able to demonstrate strong leadership and communication skills at all levels, with a trusted ability to bring people together.
- You'll have a practical understanding of developing new business relationships from prospecting to partnership.
- You'll be fully conversant with researching to perform due diligence ensuring partners are aligned to NDCS values.
- You're strategic and analytical and will have the ability to assess the external environment and competitors to ensure NDCS can capitalise on key opportunities.
- You'll be comfortable making tough decisions to manage risk.
- You have a can-do attitude and are focused on achieving outcomes, always looking at the bigger picture
- You're happy to share your thoughts, skills, knowledge, and experience
- You have an open mindset and embrace new concepts and ideas
- You're a natural collaborator and embrace both giving and receiving growth-based feedback to support personal development
- You're adaptable within a changeable environment
- You thrive in an agile delivery environment.

What will be in your toolkit?

- Proven experience in developing new business from prospecting to partnership.
- Strong research skills and a demonstrable ability to perform due diligence to ensure partners are aligned with NDCS values.
- Proven ability to manage risk effectively making tough decisions based on insight.
- Experience in developing warm and cold relationships and partnerships to ensure mutually beneficial outcomes which meet NDCS's strategic goals.
- Experience in developing a strategic approach to new business, performing market and competitor analysis and using this insight to inform your decision making.
- Strong digital skills and a sound understanding of agile values and principles or willingness to develop this understanding quickly once in post
- A commitment to the organisation's culture
- Inspire confidence and assurance and are experienced in influencing senior leaders
- Ability to develop relationships across the organisation
- Comfort with ambiguity

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- Bravery, courage and an appetite for risk taking
 - An exclusive focus on customers
 - An enthusiasm for giving and receiving continual feedback.
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What will you bring?

- A can-do attitude and focus on achieving positive outcomes.
- Willingness to share thoughts, skills, knowledge, and experience.
- An open mindset, embracing new concepts and ideas.
- Natural collaboration skills, coupled with clear communication.
- Capability to adapt within a changeable environment.
- Desire to learn agile principles, and to thrive within an agile project environment.
- Strong digital skills (Microsoft 365)
- Ability to learn from mistakes and unafraid of failure.
- Enthusiasm for giving and receiving continual feedback.
- Passion for continuous improvement - reflecting on progress and performance.

Person Specification

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Essential Criteria		How it is measured
<i>A – Application I – Interview T – Test or Presentation Q – Qualification</i>		
1.	Proven experience in developing and managing strategic partnerships that deliver agreed outcomes, support service delivery and create tangible benefits for beneficiaries and the organisation.	A / I
2.	Strong research and insight gathering skills with a demonstrable ability to perform and present due diligence to ensure partners are aligned with NDCS values.	A
3.	Proven ability to develop an approach to and implement a new business development plan, in order to meet strategic aims, taking account of market activity, to deliver strategic partnerships while managing risk effectively	A
4.	Experience of maintaining and developing both warm and cold relationships and partnerships to ensure mutually beneficial outcomes which meet strategic aims and objectives.	A / I
5.	Experience of working with partnership agreements or contracts in a service delivery or charitable context, ensuring clarity of expectations, effective governance and focus on outcomes	A / I
6.	Excellent communication and interpersonal skills, with a proven ability to manage up.	I
7.	Comfortable working in an agile development environment (sound understanding of agile values and principles).	I
8.	You're passionate about working as part of a team and sharing and developing your skills, knowledge, and expertise in a collaborative environment.	I
9.	You have a can-do attitude and are focused on achieving outcomes	I
10.	You have an open mindset and embrace new concepts and ideas	I

Desirable Criteria		How it is measured
<i>A – Application I – Interview T – Test or Presentation Q – Qualification</i>		
1.	BSL Level 1 or above, a good level of deaf awareness and/or working towards BSL level 1 or above. Understanding and experience of deafness and British Sign Language skills or a willingness to learn.	A/Q