Head of Partnerships and Business Development

Salary: £42,000 - 46,000, depending on experience

About Voice 21

Voice 21 is the national oracy education charity. We exist to empower every child to use their voice for success in school and life. Our work transforms learning and life chances through talk by increasing access to a high-quality oracy education for those that need it most. Follow the links to find out more about why oracy is so vital and the impact Voice 21 has.

Your opportunity

Tackle a vital challenge, with great people. Voice 21 exists to transform young people's learning and life chances through talk and we are aiming to be working with 2,000 schools a year by 2025. To reach this goal we recruit great people and give them real responsibility, training and support.

Output-focused culture, with flexible working opportunities. We have an agile and flexible approach – our team can work when and wherever works best to deliver the requirements of their role. For staff working at home, we support them to create a workspace and provide technology that enables them to work effectively.

Real development opportunities. We believe in supporting people to develop the skills they need to be excellent – whether this means funding external training, finding a mentor to support them or giving them the time to learn from others in the organisations through our regular CPD sessions. We also offer paid study leave for team members taking part in formal studies outside of work.

Great benefits. 33 days holiday (inclusive of bank holidays) and additional Christmas closure period. Holiday entitlement increases linked to length of service, 5% employer contribution to pension, interest-free season ticket, cycle and technology loans, employee assistance scheme.

For more information on why we think you should apply for the role, see the "Why work for us" section at the end of this job description.

Your purpose

To secure income-generating partnerships with schools, multi-academy trusts, corporates and other organisations. You'll lead the business development and marketing of our schools membership (Voice 21 Oracy Schools) as well as overseeing the development of new partnerships for Voice 21 to provide financial support for our work.

Your responsibilities

- Develop and implement the sales and marketing strategy for our Voice 21 Oracy Schools membership, meeting school partnership and income targets, ensuring that Voice 21 is working in the areas and with the schools that need us most.
- Oversee the business development pipeline from early-stage lead generation to managing opportunities through conversion into registrations.

- Directly foster and secure large-scale partnerships to increase the reach of our membership, securing sales in agreed target areas. This includes partnerships with Multi-Academy Trusts, local authorities and other 'commissioners' of groups of schools to set up Voice 21's next round of major projects with groups of schools.
- Build relationships with senior leaders across the school sector and will represent the charity externally at sector events.
- Own, develop and deliver the strategy for identifying and cultivating new partnerships with a range of organisations (such as corporates, governmental bodies, philanthropists and foundations) to meet organisational targets.
- Manage key relationships with existing partners and, where possible, grow these to become a sustainable longer-term income stream.
- Oversee the team's external engagement to build awareness at a national and local level in the school sector, including our marketing and events.
- Oversee commercial relationships including licensing of our materials and intellectual property.
- Set objectives and strategy for your team, and contribute to organisational strategy development and goal-setting as part of the Extended Leadership Team (ELT).
- Budget responsibilities: overseeing departmental expenditure, particularly for business development, marketing and events, and income in line with agreed targets.
- Line-management of the School Recruitment Officer, Development and Partnerships Lead and Events and Engagement Officer, who lead our business development, fundraising and events respectively. You may also line-manage other staff who are recruited to the team or other relevant staff in the team as required.

These responsibilities are not exhausted or comprehensive, and may be amended from time to time in accordance with organisational priorities.

What the role might look like:

Within 3 months, you'll have:

- Reviewed Voice 21's current sales and marketing plans and identified opportunities for future development.
- Established potential leads for new strategic partnerships - including with other education providers who complement our work with schools, funders who may provide long-term support and with international organisations.
- Met each member of the Extended Leadership Team and formed good working relationships across the organisation.
- Experienced our work in action in Voice 21 Oracy Schools and at development days for school staff.

Within 6 months, you'll have:

- Worked with the CEO and Development and Partnerships Lead to devise and implement the strategy for securing income-generating partnerships for 2023 - 2024, including via corporates and high-net-worth individuals.
- Identified key individuals in areas where Voice 21 wishes to work (whether in schools, MATs, local authorities, businesses or funders) and started to build relationships with them with a view to securing future partnerships.
- Represented Voice 21 externally in meetings with MAT CEOs, potential funders and other key stakeholders in the education sector
- Overseen the production of new marketing materials for our Voice 21 Oracy Schools membership

From 6 months onwards, we expect for you to be:

- Building relationships and networking regularly with new potential partners for Voice 21.
- Managing Voice 21's school recruitment cycle from launch to review, ensuring the team meets sales targets for schools in our target areas.
- Securing innovating new partnerships that help us achieve our mission and generate income to support our work.
- Coordinating the ongoing refining and development of the sales and marketing of our Voice 21 Oracy Schools membership across the education sector, ensuring more and more schools wish to join.

This job is for you if you…

- have a strong track record of securing and maintaining income-generating partnerships, ideally in the education sector. This might be in a business development, fundraising or partnerships role, or another context.
- have skills and experience in persuading senior external stakeholders to buy into a cause you believe, and can demonstrate you understand what motivates people and how institutions make decisions.
- have strong knowledge of the UK school system.
- are a talented team leader with the ability to galvanise colleagues to reach annual targets.
- have excellent interpersonal and influencing skills, able to form positive relationships with a disparate range of individuals including at the most senior levels.
- are an outstanding communicator - your words leap off the page, your presentations turn spectators into supporters and your conversations create lasting connections.
- are motivated by an ambitious plan and a desire to make things happen, with a track record of both setting and achieving lofty goals.
- love building strong relationships with colleagues and thrive in a people-centric, collaborative culture.

Who you'll work with:

- The Director of Engagement (your line manager) and the CEO
- The Engagement team, including the Development and Partnerships Lead, School Recruitment Officer and Events and Engagement Officer
- Our Learning and Impact team, to gather data, insights and statistics to be used in our marketing and external , as well as to secure partnerships which fit with our research priorities.

Where you'll work: Remote, with regular travel to our London office and elsewhere for meetings. Occasional overnight stays may be required depending on where you are based.

Contract: Permanent, subject to successful probation review at 3 months.

Terms: We would welcome applications on a full-time or 4-day per week basis.

Application details

To apply:

Please send your most recent CV and a document answering the questions below to careers@voice21.org with the subject "Head of Partnerships and Business Development application":

- Tell us why you want to work at Voice 21. What is it about us and our mission that excites you? (Max. 200 words).
- Making direct reference to skills and experience outlined in the section 'This job is for you if…', please tell us the main reasons why you would make an excellent Head of Partnerships and Business Development. (Max. 600 words).
- Tell us about something you have achieved recently in a professional context that you are proud of (Max 200 words).
- Please specify where you saw the job advertised.

Please also click here to fill out our Equality and Diversity Monitoring Form

Closing date: 11pm, Sunday 2nd July.

Interview date: Phone interviews are expected to be on w/c 3rd July, with full interviews the week after. All interviews will take place over Zoom.

Start date: As soon as possible, but we will be flexible for the right candidate.

Questions: if you have any questions about the role, or would like to have a conversation about it, please contact Alex Newton, Director of Engagement (alex@voice21.org).

Valuing every voice

Voice 21 believes that every voice should be heard and valued. We are committed to the equal treatment of all current and prospective employees and do not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Voice 21.

Why work for us?

We hope that we have given you a good sense of what life at Voice 21 is like and what the role entails - please see below for some more reasons to apply!

Holiday: 25 days annual leave plus additional Christmas closure period. Holiday entitlement increases linked to length of service.

Benefits: Employer contribution to pension (5%), interest-free season ticket, cycle and technology loans and work from home allowance.

Wellbeing: We provide an Employee Assistance Programme through Health Assured which provides all Voice 21 employees 24/7/365 support if needed.

The way we work: We have an agile and flexible approach – our team can work when and wherever works best to deliver the requirements of their role. For staff working at home, we support them to create a workspace and provide technology that enables them to work effectively. You will also have regular

opportunities to get together as a whole staff and in your team, including away days, social events and other development events.

Development opportunities: We believe in supporting people to develop the skills they need to be excellent – whether this means funding external training, finding a mentor to support them or giving them the time to learn from others in the organisations through our regular CPD sessions. We also offer paid study leave for team members taking part in formal studies outside of work. If you want to volunteer as a school governor, trustee or in some other capacity for a mission-aligned organisation. We support our team to take on these commitments without taking annual leave.

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Voices of Voice 21

We recently asked our team what they enjoy most about working at Voice 21. Below is a selection of their responses:

"I really enjoy working in an organisation that strives for innovation and is rooted in research of what actually works for teachers in the daily life of a classroom and a school curriculum."

"I find it inspiring being part of the Voice 21 team - being surrounded by passionate, mission-driven people makes me want to bring my best every day, because I know that my fab colleagues won't let a good idea gather dust - everything will be snapped up and built into something that helps us make a difference for the students in our schools."

"At Voice 21, there is a strong culture of sharing expertise and this ensures that your voice is valued and ideas heard, no matter your role. Although a lot of the day-to-day work is virtual, relationships are strong. The very purposefully planned in-person meetings help these relationships to grow and flourish, as does the high level of collaboration in teams."

"One of the many things I love about working at Voice 21 are the opportunities for professional development. Working in a small, fast-growing organisation has given me the chance to grow professionally and to expand my skill set in a supportive environment."

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What do others say?

"The single most important means by which we express ourselves, literally every day of our lives, is through speaking. We need to make oracy become part of schooling."

- Alistair Campbell, Times Education Supplement (31st May 2023)

"Voice 21 has had a monumental impact across the school this year."

- Senior Lead, Parish Church of England Primary School

"Oracy has made a massive difference to our pupils"

- Teacher, Pendle Primary Academy

Read more about our work in our latest Impact and Insights Report.

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