

Regional Manager (Southeast England, Hertfordshire base) Job Description

Regional mentor recruitment, retention & engagement

- Responsibility for consistency and quality of mentor recruitment, training, engagement and retention across the region
- Develop effective partnerships and long-term relationships with all types of organisations and institutions that can provide mentors and other volunteers to meet long-term targets.
- Deliver compelling information sessions and emotionally engaging events to prospective mentors, partner organisations and a diverse range of stakeholders
- Manage all aspects of the mentor recruitment process to ensure individual mentors are fully engaged and actively supported
- Maintain and grow individual mentor commitment, confidence, support, and engagement throughout their journey
- Manage compelling organisation engagement and mentor recruitment campaigns
- Seek feedback, continuously review, and improve all stages of the mentor journey
- Develop relationships and build partnerships with regional business, colleges, universities, the public sector, and Corporate Parents

Regional programme effectiveness and development

- Establish and develop relationships with a diverse range of stakeholders (Headteachers, Local Authorities, further & higher education establishments, businesses, and organisations)
- Ensure consistently high standards of programme delivery and impact across all schools within the region

Effective regional leadership

- Lead and manage the team of Programme Managers and MCR staff working across the region. Provide support, development and motivation to the regional team
- Ensure regional performance, variances and development opportunities are consistently actioned

Person Specification

	Essential	Desirable
Skills & Experience	<ul style="list-style-type: none"> Recent & successful leadership experience, including developing a diverse team Experience in building, developing and sustaining exceptional team performance, attitudes and values Highly skilled in leading the delivery of operational plans and KPIs Excellent written and verbal communication skills Experience of presenting to large groups & audiences Highly skilled in analysis and impact evaluation Awareness and understanding of the principles of safeguarding and child protection 	<ul style="list-style-type: none"> Understanding of principles of effective marketing Experience of volunteer recruitment at scale

<p>Abilities</p>	<p>Proven and sustained ability to positively influence and persuade stakeholders and target groups</p> <p>Ability to maintain consistent and exceptional standards in a fast-paced environment of rapid growth</p> <p>Exceptional ability to build meaningful relationships with a wide range of stakeholders including education colleagues, volunteer mentors, local employers and young people aged 11-18 years</p> <p>Ability to manage growth, development and quality of the regional programme, and respond proactively to organisational priorities.</p>	
<p>Attitude & values</p>	<p>Highly self-motivated and motivational to others</p> <p>Relentless commitment to organisational purpose, cause and values</p> <p>Resilience and determination to overcome any challenge or barrier to have positive impact and achieve outcomes</p> <p>An understanding and appreciation of the challenges and barriers that care-experienced and / or vulnerable young people may experience</p> <p>Young people consistently at the heart of professional values and practice</p> <p>Positive, solution-focused, approach</p>	
<p>Qualifications / other</p>	<p>Degree level or similar in relevant subject</p> <p>Use of own car to travel across the region</p> <p>Occasional evening working</p>	<p>Management or leadership qualification</p>