

Partnership & Mentor Recruitment Manager - North Region

Job Description & Person Specification

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Form effective partnerships & exceptional relationships

- Acting as a passionate MCR ambassador, develop and maintain strong and lasting partnerships with Local Authorities, other Corporate Partners and businesses to drive and sustain mentor recruitment.
- Manage recruitment campaigns and lead on ensuring continuous engagement of prospective partners and mentors strategically and practically at each stage, with the highest service quality & response rates.
- Build mentor commitment, confidence, support and engagement throughout the full partner/mentor experience to enhance impact and retention.

Drive mentor recruitment

- Organise, participate in and actively support all forms of mentor recruitment, mentor and volunteer engagement, community events and marketing.
- Professionally represent the team in your region to ensure mentor recruitment to the required quality, numbers and targets.
- Develop and deliver the Strategic Regional Plans for mentor recruitment, so that mentor recruitment and retention continuously meets regional demand.

Stakeholder engagement and new area development

- Support any successful programme launch in new Local Authorities to maximise recruitment of mentors at scale and to target.
- Help to deliver a tailored local approach for organisation and community engagement, and identify opportunities for mentor recruitment and support for other parts of the MCR model.
- Research and provide insight on regional organisations who could provide significant numbers of mentors and support our programme.
- Work closely with the MCR Marketing Team to identify targeted promotional activity and distribute materials and impact evidence to drive mentor recruitment.

Drive continuous improvement

- Continuously set expectations, monitor & report on performance & positively manage all exceptions in mentor recruitment and retention.

Person Specification

	Essential	Desirable
Skills & Experience	<p>Highly skilled and experienced at building and maintaining strong and positive partnerships/relationships on an organisational and individual level</p> <p>Experience at presenting compelling and emotionally engaging information and awareness sessions to groups, partners and individuals</p> <p>Experience at utilising Salesforce digital systems (or similar), and data analysis to inform planning</p>	<p>Experience of recruiting and engaging with a diverse range of volunteers</p> <p>Knowledge of the care system and understanding of Corporate Parent duties</p> <p>Experience of mentoring</p> <p>Managing and meeting Sales targets</p>
Abilities	<p>Ability to present information to organisations, and to persuade them to engage emotionally with the MCR programme</p> <p>Exceptional ability to build and maintain meaningful relationships with a broad range of partners</p> <p>Self-motivated, committed to the MCR cause and values, with the resilience to successfully sustain a range of relationships</p> <p>Ability to remain focused and organised in a multi-tasking work environment</p>	
Attitude & values	<p>Positive, solution-focused attitude. Building confidence and encouraging others.</p> <p>Role model for Motivation, Commitment & Resilience.</p>	<p>An understanding of the challenges and barriers that care-experienced and/or other disadvantaged young people may experience</p>