

Partnerships Manager - North East England

Job Ad, Job Description and Person Specification

Job Title: Partnerships Manager

Team: Partnerships

Region: North East England

Contract: 2 Years Fixed Term

Hours: 37.5 per week

Location: Hybrid-based in the North East of England (with significant travel across the region and occasional travel to Scotland and South East offices). A driving license is essential for this role and travel costs will be reimbursed.

Starting Salary: £31,390 p.a.

Grade: 4, PA12-PA15

Manager: Head of Schools (England)

Line Management Responsibility: N/A

Job Description

- **Partnership Pipeline & Prospecting:** Research and identify potential corporate partners, public sector bodies, and SMEs whose strategic and business goals, and CSR, ESG and D&I pillars align with MCR Pathway's mission.
- **Volunteer Mentor Recruitment:** Recruit high-quality volunteer mentors to meet monthly regional targets through targeted partnerships and engagement.
- **Pitching, Proposals & Presentation:** Create and deliver engaging proposals, presentations and discovery sessions that communicate the impact of mentoring and the value of partnership with MCR Pathways. Build relationships and influence across organisations at all levels, tailoring your approach to different audiences to secure and deliver prospective mentor information sessions, and secure recruitment opportunities, strategic partnerships and long-term support.
- **Relationship Management & Stewardship:** Serve as the primary contact for a portfolio of regional partners, ensuring exceptional service and stewardship, building long-term commitment, and developing a network who will champion recruitment and the MCR Pathways mission alongside you.
- **Data Analysis & Impact Reporting:** Utilise CRM systems and dashboards to track the partnership pipeline, evaluate event effectiveness, and analyse performance metrics against recruitment and retention targets.

- **Place-Based Recruitment Planning:** Develop and deliver local recruitment plans aligned to priority schools and communities. Use regional insight, partnership intelligence and hyperlocal communications opportunities to build awareness, generate mentor enquiries and create sustainable recruitment pipelines through employers, public sector organisations and community networks.
- **Market Intelligence & Opportunity Development:** Maintain a strong understanding of the local landscape, including employers, public sector organisations, community assets and emerging opportunities. Proactively map and prioritise organisations, sectors and networks within target geographies, identifying opportunities to increase mentor recruitment. Use local intelligence, media, data and insight to inform partnership strategies and focus activity where it will have the greatest impact.
- **Engagement & Networking:** Act as an ambassador for MCR Pathways across your region, building relationships and participating in relevant professional networks. Take a targeted and strategic approach to engagement, prioritising activities that support agreed recruitment and partnership objectives rather than maximising attendance at events. Evaluate opportunities, identify likely return on investment, and focus effort where it will have the greatest impact on mentor recruitment and organisational engagement.
- **Campaigns:** Work closely with the regional team, communications, and counterpart managers across England and Scotland to support the execution of effective recruitment and brand visibility campaigns.
- **Local Recruitment Campaigns & Visibility:** Work closely with Communications colleagues to identify and deliver hyperlocal recruitment opportunities that increase awareness of mentoring and generate prospective mentor enquiries. Take the lead on local partnership-led activity, helping shape place-based hyper-local campaigns (including leading hyper-local social media), sharing regional insight and ensuring messaging resonates with local audiences and organisational networks.
- **Volunteer Engagement:** Work closely with colleagues across the volunteer journey to maximise conversion from enquiry to active mentor, supporting prospective mentors, identifying barriers to progression and helping create a positive volunteer experience.
- **Cross-Team Collaboration:** Work collaboratively with colleagues across regional delivery, mentor services, communications and wider organisational teams to ensure partnership opportunities translate into successful mentor recruitment, matching and positive outcomes for young people.

Person Specification

	Essential	Desirable
Skills & Experience	Highly skilled at building and maintaining meaningful, strategic relationships on both an organisational and individual level. Able to assess opportunities critically, make effective use of time and resources, and focus activity where it will have the greatest impact on recruitment and partnership outcomes. Confident using digital channels and social media to support partnership development, recruitment campaigns and local visibility initiatives. Exceptional written, verbal, and presentation skills, with the ability to deliver emotionally engaging sessions to diverse audiences. Proactive and successful experience recruiting a diverse range of volunteers or securing corporate commitments. Strong existing knowledge of the North East region, including its community groups, employers, and local organisational networks.	An understanding of the barriers and challenges faced by care-experienced or disadvantaged young people. Prior experience in the third sector, corporate fundraising, B2B sales, or account management. Familiarity with Salesforce and Google Workspace software.

Abilities	Demonstrable ability to identify, prioritise and develop new partnership opportunities, including where no existing relationship exists. Ability to engage and build support across organisations at multiple levels, identifying champions and navigating complex stakeholder environments to achieve recruitment and partnership objectives. Proven ability to monitor performance targets, utilise data analysis to inform future planning, and manage systems to evaluate strategy. Self-motivated and highly capable of working independently from a home-based environment while staying connected to a remote team.	
Attitude & values	Deep belief in the potential of every young person and commitment to MCR Pathways' mission. Demonstrates initiative, resilience and personal accountability in achieving outcomes. Understanding of the barriers, systems and circumstances that can affect young people's opportunities and	

	progression, and a commitment to strengths-based approaches that champion potential and ambition.	
Qualifications	Relevant professional experience and evidence of continued learning, development or equivalent qualifications.	A formal management or coaching qualification.