

## **Partnerships Manager - East and South East Scotland**

### **Job Description and Person Specification**

**Job Title:** Partnerships Manager

**Team:** Partnerships

**Region:** East and South East Scotland

**Contract:** 1 Year Fixed Term

**Hours:** 37.5 per week

**Location:** Hybrid-based in the East/South East Scotland (with significant travel across the region)

**Starting Salary:** £31,390 p.a.

**Grade:** 4, PA12-PA15

**Manager:** Head of East Region

**Line Management Responsibility:** N/A

### **Job Description**

- 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.
- Drive high-volume mentor recruitment by converting corporate and public sector partnerships into active volunteer funnels, consistently meeting ambitious monthly regional targets (e.g., onboarding 20-30 mentors per month)
- 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 plan, execute, and scale workplace recruitment drives.
- 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.
- Utilise CRM systems and dashboards to track the partnership pipeline, evaluate event effectiveness, and analyse performance metrics against recruitment and retention targets.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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 Skills & Experience

- **Relationship Building:** Highly skilled at building and maintaining meaningful, strategic relationships on both an organisational and individual level.
- **Business Development & Opportunity Identification:** Demonstrable ability to identify, prioritise and develop new partnership opportunities, building pathways to engagement where no existing relationship exists.
- **Stakeholder Influencing:** Ability to engage and build support across organisations at multiple levels, identifying champions and navigating complex stakeholder environments to achieve recruitment and partnership objectives.
- **Strategic Prioritisation:** 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.
- **Digital Engagement:** Confident using digital channels and social media to support partnership development, recruitment campaigns and local visibility initiatives.
- **Communication:** Exceptional written, verbal, and presentation skills, with the emotional intelligence to deliver persuasive, emotionally engaging sessions to diverse audiences.
- **Volunteer Recruitment:** Proactive and successful experience recruiting a diverse range of volunteers or securing corporate commitments.
- **Target-Driven & Analytical:** Proven ability to monitor performance targets, utilise data analysis to inform future planning, and manage systems to evaluate strategy.
- **Volume Funnel Management:** Proven experience managing a high-volume business to business / business to customer pipeline or recruitment funnel, with a relentless focus on lead conversion rates and drop-off prevention
- **Autonomy:** Self-motivated and highly capable of working independently from a home-based environment while staying connected to a remote team.
- **Values & Mission Alignment:** 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 Young People's Experiences:** 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.
- **Local Knowledge:** Strong existing knowledge of the region, including its community groups, employers, and local organisational networks.

- **Education & Experience:** Relevant professional experience and evidence of continued learning, development or equivalent qualifications.

#### **Desirable Criteria**

- 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.
- A formal management or coaching qualification.