



King's Trust

Head of Government Partnerships - Northern Ireland

Recruitment pack • September 2025



WELCOME



Welcome from Alban Stowe, Director of Government Partnerships

Thank you so much for your interest in the Head of Government Partnerships - Northern Ireland role.

This fundraising position is critical for shaping both our strategic delivery direction in Northern Ireland as part of the Country Leadership Team, and our UK income strategy for the charity as part of the Fundraising and Marketing Leadership Group.

The King's Trust is passionate about supporting young people across Northern Ireland, from 11 all the way up to 30, to realise their potential. To do this, we work with supporters who share our passion and mission.

It's a crucial period for The King's Trust and Northern Ireland's community and voluntary sector, with the transition from UK Shared Prosperity Funds to its successor, the Local Growth Scheme

In this unique role, you will have the opportunity to work with both devolved and national Government, community and voluntary sector partners, including the YouthStart consortium, and private sector supporters, to raise vital funds.

Now is an exciting time to join us. We have a new organisational strategy with a clear vision: ending youth unemployment. We have a new name. And we are approaching our 50th anniversary, having supported more than 1million young people.

If you share our values and want to be part of transforming the lives of young people in Northern Ireland by securing £1.8m+ investment each year, then we would love to hear from you.

We very much look forward to your application.

Alban

ABOUT US



In October 2024, we changed our name to The King's Trust.

The Kings Trust was founded in 1976 by His Majesty King Charles III when he was HRH The Prince of Wales and since then, we're proud to have supported more than 1 million young people across the UK and have returned £1.4billion in value to society over the last 10 years alone.

Yet, this still represents only a small proportion of the young people who might benefit from our support and so, as The King's Trust, we remain committed to enabling even more young people to create a better future for themselves.

Many of the young people we help are disadvantaged, either in, or leaving care, facing issues such as homelessness or mental health issues, or have been in trouble with the law. Our free programmes give young people the practical skills and financial support they need to stabilise their lives. We help them develop key skills while boosting their confidence and motivation so they can continue to dream big.

Our success depends on the work and support of our staff and our volunteers. **People are the most important thing we have – they are the ones who make a difference!**



ABOUT US

NORTHERN IRELAND



The King's Trust supports over 10,000 young people across Northern Ireland annually, with over 80% typically progressing into positive outcomes in education, employment or self-employment.

With disruption to learning in recent years, economic uncertainty and the changing nature of work, young people need our help more than ever to transition from formal education into their first job, to reskill following job loss, to connect to employment opportunities that would otherwise be beyond their reach, or to create their own job through entrepreneurship.

Working in all communities and areas of Northern Ireland, our individually tailored support and free courses help young people to develop the life skills and motivation they need to thrive. Our work addresses key challenges experienced by local young people. This includes the most vulnerable in our society – often furthest removed from the labour market: young people involved in the criminal justice system, experiencing homelessness and/or addiction, those with disabilities and poor mental health, those in care or care-experienced, young people lacking family support, and those from multi-generational unemployment backgrounds.



The impact of our services for young people extends beyond our beneficiaries, contributing to Northern Ireland's economic growth in local employment and self-employment markets through a more skilled and confident prospective workforce, equipping school-age young people with stronger educational foundations for the future and helping those experiencing challenges associated with mental health, offending, addiction and homelessness to stabilise their lives from an earlier age.

JOB DESCRIPTION

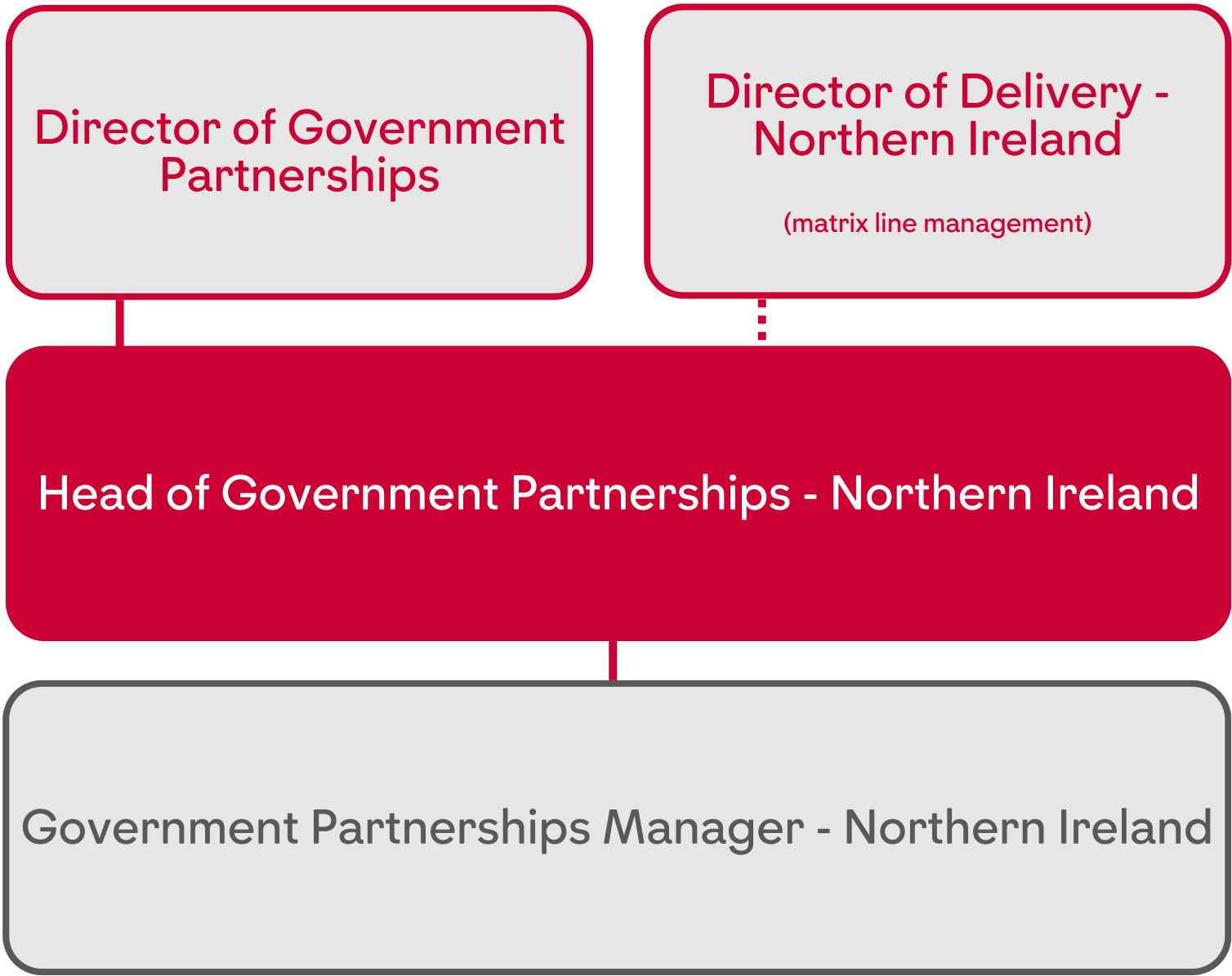


Job title: Head of Government Partnerships - Northern Ireland

Function: Fundraising, Brand & Marketing

The team: The Government Partnerships function is formed of teams across Central Government, England, Scotland, Northern Ireland, and Wales. Their core role is to drive engagement, influence, and develop partnerships with local and national government departments. In doing this, the team will secure over £10m+ of public sector income each year to improve the lives of young people.

Where you will fit



Pay band
Support
Delivering
Specialist/Managerial
Technical Lead/Function Head
Senior Leadership Team

How does this role impact young people?

As a key member of the Country Leadership Team in Northern Ireland, you will develop and implement our strategy to secure over £1.8million of public sector and private funding. This income is essential to delivering our work, supporting over 10,000 young people across Northern Ireland. The income raised is critical to The King’s Trust’s place-based strategy, which enables us to support young people who need our help. You will also ensure that the voices and experiences of young people shape local and national government policy.

JOB DESCRIPTION



What will you do?

- Responsible for the delivery of £2M annual income from public and private sources to support young people throughout NI.
- Lead new business development across the NI Public and Philanthropy markets with management of income forecasting and reporting.
- Collaborate with colleagues across Fundraising and Delivery to align The King's Trust operational capability and strategic priorities with funding opportunities.
- Manage senior stakeholder relationship management at the very highest level, both internally and externally – Director/ CEO level, Senior elected and unelected officials.
- Provide leadership within the NI Country Leadership Team, UK Government Partnerships Team and UK Fundraising & Marketing Leadership Group – providing NI expertise and updates, ensuring alignment between income, strategy and delivery.
- Provide inspirational leadership to the NI Partnerships team, including line management of 1 x NI Partnerships Manager and promoting the culture of living The Trust's values.
- Steward the fundraising relationship with our volunteer NI Development Committee to identify and secure new funding and strategic partnership opportunities which align with NI priorities.
- Deliver NI Public Affairs plan, including engagement of NI & UK Government stakeholders and senior officials, coordinating Trust response to public consultation linked to young people.
- Participate in local consortiums and sectoral groups to provide/receive relevant updates, explore potential collaboration opportunities and further local sectoral development.
- Responsible for actively contributing to an equitable, diverse, and inclusive workplace.

JOB DESCRIPTION

The skills you'll bring

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

We really need you to have these

Skills & Knowledge	Why do we need this?
Excellent communication skills including the ability to write compelling proposals and present with confidence.	To effectively engage and influence key stakeholders (internally and externally) and communicate our work with passion and confidence.
A self-starter, proactive mindset with exceptional interpersonal skills and the ability to build rapport at all levels.	To form effective relationships (internally and externally) and align with the high-performing ethos of the NI Partnerships team.
Comprehensive and advanced understanding of the local and national public sector funding environment for NI, including the strategy and tactics to deliver success.	You will provide strategic leadership to position The King's Trust with NI decision-makers and to identify and secure public sector funding.
An understanding and empathy for the issues that directly impact the young people we support and the wider challenges they face locally.	As a Senior Leader within the organisation, we want you to care passionately about the young people we support, having an understanding & empathy of the barriers they face.
Excellent leadership and management skills with the ability work as part of a small team, motivating and driving results.	You will line manage the NI Partnerships Manager to deliver target and be a role model to others.
Proficient use of IT systems including fundraising databases, e-mail, internet browser, word-processing and spreadsheet packages, and presentation software.	To utilise Trust IT systems and ensure accuracy and professionalism in all that we do.

JOB DESCRIPTION

The skills you'll bring

We really need you to have these

Experience	Why do we need this?
Experience of successfully generating income over £1m in a target-driven role	You will need to deliver over £1m charitable income annually from the NI public and private sector sources.
Experience of working at a Senior Management level within a charity/commercial organisation, including line-management of direct reports to successfully deliver financial success.	As a Senior Leader in the organisation, you'll need to have a proven ability and experience in operating at the highest management level to drive income generation of £2m.
Experience in stewarding/account-managing key funder/client relationships and complex partnerships at a senior level.	You will need to demonstrate professionalism in all aspects of our stakeholder relationships, establishing their confidence and commitment.
Direct experience of consortium/ collaboration partnership working at a senior level.	You will need to lead on aspects of our existing consortium partnerships, representing both The King's Trust's values and best interests, in line with the wider consortium membership.

We would love it if you could do this

Skills & Knowledge	Why do we need this?
An understanding of local and national Government policy, specifically in relation to young people, education, employability, and enterprise.	To identify opportunities and create compelling partnerships.
Ability to manage, budget and forecast income.	Rigorous financial management and oversight it critical to fulfilling our business plans.
Experience in using Raiser's Edge, Microsoft Dynamics 365 or similar CRM system.	These are the systems used to manage our funding pipelines, supporter data and financial information.

JOB DESCRIPTION

The skills you'll bring

We would love it if you could do this

Experience	Why do we need this?
Experience in charity fundraising from both public and private sector sources.	To identify and secure income from different sources, understanding the differences and similarities in fundraising strategy across public and private markets.
Experience of personally raising public sector income where the individual project value exceeds £1m per annum.	You will need to deliver key funding over £1m through securement of significant public funding partnerships.
Experience in Public Affairs and influencing senior decision-makers in a political context.	To ensure the voice and needs of young people are helping shape NI public policy.
Experience in developing and maintaining business networks.	You will need to represent The Trust across key private and public sector/stakeholder networks, developing professional relationships to further our work.

Our values

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Inspiring
We lead
by example



Approachable
We are open minded
and value diversity



Empowering
We enable
positive change



Non-judgemental
We focus on
the potential,
not the past



Passionate
We are absolutely
committed to
supporting
young people

Here at The King's Trust, we're committed to equality, diversity, and inclusion.

We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity, and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and a Disability Confident employer.

Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and PULSE (LGBTQIA+ Network). For more information, [click here](#).

The welfare of our young people

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.

Our behaviours

We expect certain behaviours from you about how you interact with colleagues, our partners, young people and the public. As someone who works at a Senior Leadership level, we would expect that you live these behaviours.

Leading by example

- You inspire others through passion for what we do.
- You keep young people and our end goal in mind.
- You instill trust in others through consistency, professionalism and being accountable for team success.
- You're resilient and determined in the face of challenges.
- You're authentic, bringing unique talents to work and encouraging others to do the same.
- You role model integrity and act according to our Values.

Continuous improvement

- You understand the internal and external factors that demand change and innovation from The Trust.
- You lead change processes with skill and positivity and help others see the benefits and opportunities.
- You take an entrepreneurial approach to improve how we do things.
- You take steps to further own development, coaching others to do the same.
- You encourage a culture of constant improvement.
- You role model a positive & constructive approach to giving and receiving feedback

Effective communication

- You're approachable, clear and inspiring.
- You effectively communicate information throughout The Trust.
- You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way.
- You seek to understand multiple perspectives, listening to others' concerns or barriers before responding

One team

- You role model effective and mutually supportive teamwork with colleagues.
- You bring the team together in pursuit of shared purpose.
- You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities.
- You share knowledge and information.
- You build a broad range of trusting relationships both across The Trust and externally.
- You have a broad organisation knowledge and awareness of how actions in one team will affect others.

Delivering results

- You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly.
- You make decisions through establishing facts, considering consequences, and making sound judgements.
- You address obstacles, finding workable solutions.
- You set quality standards & challenge others to maintain them.
- You empower the team and place trust in them to take ownership and deliver results.
- You manage resources to maximise their impact and deliver results

OUR EMPLOYEE BENEFITS



We offer our employees a wide range of benefits to reward them for the value that they bring to The King's Trust, to support them in their work, to help improve their health and wellbeing, and maintain a healthy work-life balance.

WELLBEING



Employee Assistance Programme - 24 hour support from confidential experts



Flexible working patterns as far as your role permits



Opportunity to volunteer and attend events such as The King's Trust Awards and music contests



Financial wellbeing support



Flexible family-friendly policy; including maternity, adoption and shared parental leave of 13 full pay, 13 weeks half pay and 13 weeks statutory pay

FLEXIBLE CHOICES



Access to our benefits platform - including discounts at local retailers, gyms and food outlets



Holiday Plus Scheme; the option to purchase up to 5 days of holiday per year



Option to join BUPA for medical and dental care at a reduced rate



Interest-free season ticket loans



Cycle to work scheme

CORE BENEFITS



30 days annual leave, plus Bank Holidays.

We also offer an additional 3 days leave as a thank you to all our colleagues for their hard work over the year!



Group personal pension scheme, operated by Scottish Widows, with a 5% employer contribution.



4x annual salary life assurance cover



We will only accept applications via our careers site. This will consist of a CV and a supporting statement, as well as answering a handful of security questions.

Your supporting statement is a very important part of your application. We cannot make any assumptions about your knowledge, skills and experience, so the information that you provide in your supporting statement is vital for us to decide whether to shortlist you for an interview.


Please demonstrate how you meet the criteria and our values listed in the job description, detailing your experience, skills, achievements and/or abilities that are relevant for the role. You should use specific examples.

We recommend that you draft and save your supporting statement outside of the portal, as your connection may time out, and it is not possible to save this document online for future use.

Closing date: 23:59 on the 23rd of September
Interview dates: 2nd October (1st round); 6th October (2nd round).

Reasonable Adjustments
If you consider yourself to have a disability under the Equality Act 2010 and need any reasonable adjustments for you to apply or attend an interview with The King’s Trust, please email resourcing@kingstrust.org.uk.

Next steps:
Once you have submitted your application, we will get back to you with an outcome ASAP. If you are shortlisted, we will give you interview details. Unfortunately, at this stage, we are unable to provide feedback if you are not successful.

CONTRACT TYPE:	Maternity Cover for 12 months	PAY BAND & SALARY:
LOCATION:	Belfast. We operate on a hybrid working basis, so you will be expected to spend 40-60% of your time in the office and at Donor meetings. The rest of your time can be spent working from home.	Support
HOURS:	35 hours per week. Core hours are 7 hours per day with a one-hour unpaid break, to be worked between 8am and 6pm, Monday to Friday. We are happy to accept applications from those wanting to do 28 hours per week. Please make this clear in your application.	Delivering
		Specialist/Managerial
		Technical Lead/Function Head
		Senior Leadership Team
		Nationally Based: £44.7k to £56k per annum. £35.76k to £44.8k if pro-rata Our salaries are based on the skills, knowledge and experience people can bring to the team and the Trust.

