



# The Brilliant Club

Recruitment Pack

**Strategic Partnerships Lead**

**(Maternity Cover)**

September 2024



Registered Limited Company: 07986971

Registered Charity: 1147771 (England and Wales), SC048774 (Scotland)

Registered Office: Fivefields, 8-10 Grosvenor Gardens, London, SW1W 0DH

## **Strategic Partnerships Lead**

**Start Date: December 2024**

**Salary:** £38,461 (plus £2,000 London weighting for those living in London and within the M25).

**Contract Type: 12 month fixed-term contract (maternity cover)**

### **About the role**

The Strategic Partnerships Lead role will lead on the growth of our Multi-Academy Trust and strategic school partnerships, including stewardship of our existing partners and identifying new partners for us to work with. They will be responsible for bringing new schools into The Brilliant Club network and growing our existing partnerships.

### **About you**

The role will best suit someone who:

- is energised by building connections, creating long-term partnerships and growing these relationships over time.
- is an experienced sales professional, motivated by achieving targets and identifying ways to grow our reach.
- understands the school sector – what schools care about, what they are worried about and how they like to work.
- has strong commercial acumen and enjoys finding innovative partnership opportunities that work for schools and the charity.
- has a demonstrable passion for furthering The Brilliant Club's mission and bringing it to life for others.
- enjoys presenting at and engaging in sector-wide events.



## About The Brilliant Club

### What we do

Access to higher education and the life-changing opportunities that come from attending the most competitive universities is not equal. 28 in 100 of the most advantaged students progress to the most competitive universities. In contrast, only 2 in 100 of the least advantaged young people access these universities.

We think this is fundamentally unfair. We work across the UK to support less advantaged students to access the most competitive universities, and to succeed when they get there.

Between 2021 and 2026, we will work with 100,000 students across the UK to help them to develop the knowledge, skills and confidence to access the most competitive universities. We will also support 10,000 students from disadvantaged backgrounds to succeed once they enter universities.

We hope that you'll consider joining us, as we work to create a fairer society where no child's education is limited by their background.

### Working for us

- Hours: 37.5 hours per week Monday to Friday, flexible working with 10am – 3pm core hours, some evenings and weekends required.
- Benefits include: 36 days' holiday (inclusive of bank holidays) increasing by 1 day per year up to a maximum of 41 days, employer contribution to pension, interest-free season ticket loan, five professional development day allowance, BUPA health cover cash plan.
- We're happy to talk flexible working. We have offices in Birmingham, Cardiff, Leeds and London.
- After your first month in this role, we expect you to be connecting face-to-face with colleagues on at least one day per week. In your first month, we'll ask you to be in offices a little more regularly than this to make sure you're getting to know your key colleagues and feeling connected to the organisation.

## Our values

The Brilliant Club has three core values that underpin how we work. We look for people who share these values:

- We get to a solution
- We seek and act on the best data available
- We understand that little things go a long way



“As the first in my family to go to university and having worked as a teacher in a state school, I applied to join The Brilliant Club with a real passion for the charity’s mission. I am grateful every day that I work at a charity that is supportive of both professional development and flexible working, as well as being full of kind and passionate colleagues.”

Leanne, Chief Operating Officer

## Diversity at The Brilliant Club

We mobilise the PhD community to support students who are less advantaged to access the most competitive universities and succeed when they get there. We think it is important that our charity reflects the lived experience of the communities we work with, and we want to be an organisation where employees from any background can thrive. We particularly welcome applications from disabled, Black, Asian, and Minority Ethnic, Lesbian, Gay, Bi, Trans, Non-binary (LGBTQ+) candidates, and candidates from low-income families.



“I am the Equality, Diversity and Inclusion Staff Engagement Lead at The Brilliant Club. My role is to help make the charity an inclusive working environment for all of our colleagues. I work with our amazing [affinity groups](#) and colleagues in HR to ensure everyone at the charity has a sense of belonging.”

Keasha – Equality, Diversity and Inclusion Staff Engagement Lead

## Safeguarding

The Brilliant Club is committed to proactively safeguarding children, beneficiaries and staff and to taking reasonable steps to protect all those who come into contact with the charity from harm. The safety and welfare of everyone affected by the charity’s activities, especially children, is a key governance priority.

As part of our recruitment and selection process and commitment to safeguarding, we will undertake a Disclosure and Barring Service (DBS) check of all individuals in this role. Any offer of employment will be subject to a satisfactory disclosure report.



## Responsibilities

**The following areas of responsibility are the core of the role. However, the role is flexible and will vary according to the needs of the team, and the background and experience of the successful applicant.**

### Partnership Development

- Work with the Director of School Partnerships to identify and approach Multi-Academy Trusts and strategic leaders within the sector who might be interested in partnering with the charity.
- Mobilise and brief the charity's senior leaders as needed to engage with Multi-Academy Trusts and sector leaders.
- Build bespoke proposals for potential partners, scoping individual needs and drawing on appropriate support from across the programmes to meet their needs.
- Network effectively with school leaders across the education sector and build The Brilliant Club's brand amongst Multi-Academy Trusts.
- Work with the wider School Partnerships team to secure individual school sales and increase our school reach.
- Ownership of a discrete discount budget, to be used to incentivise scale and grow strategic partnerships.
- Work with colleagues in other teams to build compelling MAT offers, including multi-year and multi-programme partnerships.

## Relationship Management

- Steward and grow the charity's current Multi-Academy Trust partnerships, including securing renewals from existing partners and increasing the number of schools within each Trust who partner with us.
- Build relationships with senior leaders to understand individual MAT priorities and where The Brilliant Club may be able to further support these.
- Deliver high-quality, bespoke impact reports for partners.
- Where partners opt in for value-add activities, work with colleagues across the charity to ensure that these are delivered on time and to a high-quality.
- Track uptake from partners and ensure these are captured accurately on Salesforce and reflected in wider School Partnerships reporting.
- Work with the charity's Programme Management team to ensure that Multi-Academy Trust funded placements are progressing smoothly and communicating updates where appropriate.
- Capture and evaluate uptake of our wider Multi-Academy Trust offer and consider where this could be further refined.

## Line management

- Line management of the School and University Partnerships Coordinator

## Team Support

- Support the charity's wider activities, including data collection, reporting, event staffing and communications.
- We require all staff to adhere to information security policies included in the charity's ISO 27001 manual and complete information security training.
- Across the charity we all pitch in to help different teams and areas of work. This may mean you attend and support with the delivery of other teams' activities and events. From time to time, you may also work with another team for a fixed period of time, or collaborate on a project to ensure we deliver for the young people we serve. We think this is a good way to gain experiences in different areas of the organisation and enhance your professional skills.

## Person specification

### Time and Resource Management

- Can manage organisational projects, with appropriate levels of time and resource input.
- Seeks feedback at appropriate levels within the organisation to ensure continual improvement.
- Is relied upon to manage the most complex and important projects and pieces of work independently.

### External Stakeholder Knowledge and Management

- Proactively assesses stakeholder needs and compares to the needs of the charity.
- Identifies opportunities to proactively engage with external stakeholders that benefit the stakeholder and the charity.
- Has some of the strongest stakeholder relationships for someone at their level and can teach others how to build strong relationships.

## Communication

- Understands the full range of ways in which communications can be adapted for different audiences and situations.
- Explains complicated concepts or information in a clear and understandable way.
- Communicates proactively and appropriately to ensure everyone has the information they need.
- Networks appropriately and works with peers to influence effectively and consistently.

## Initiative and Problem Solving

- Familiar with different approaches to analysing and interrogating data to make decisions.
- Proactively identifies new and emerging risks and, where possible, solves problems before they start to impact our mission.
- Responds quickly to solve problems that arise, seeking input and buy-in from relevant internal and external stakeholders and understanding that little things matter.

## Developing Self and Others

- Leads a positive, tenacious, and resilient team culture, supports personal development of team, drawing on own experience and the experience of others.
- Understands own strengths and development areas, and how these fit into a wider team.
- Shares learning and experience with the charity and wider sector, and proactively seeks to engage with and share best practice.

## Role Specific Knowledge, Skills, Experience and Qualifications

- Understands the school sector – what schools care about, what they are worried about and how they like to work.
- Is energised by building connections, creating long-term partnerships and growing these relationships over time.
- Has strong commercial acumen and enjoys finding innovative partnership opportunities that work for schools and the charity.
- Has a demonstrable passion for furthering The Brilliant Club's mission and bringing it to life for others.
- Enjoys presenting at and engaging in sector-wide events.
- Is an experienced sales professional, motivated by achieving targets and identifying ways to further our reach.
- Adheres to information security policies included in the charity's ISO 27001 manual and complete information security training

## What comes next

**To apply:** Please submit your application by clicking [here](#). As part of your application, you will be asked to submit your CV and complete the answers to some application questions.

**Deadline:** 9am on Thursday 17<sup>th</sup> October 2024

**Interviews:** Friday 25<sup>th</sup> October (first round) and Thursday 31<sup>st</sup> October (second round)

**For more information:** Visit our [website](#) or email [recruitment@thebrilliantclub.org](mailto:recruitment@thebrilliantclub.org).

## Our Year in Numbers

