

ThinkForward Development Manager

Job information pack



About ThinkForward

ThinkForward exists to empower young people to create better and brighter futures. We want them to be able to identify, realise and shape their aspirations and be ready to make a successful transition into work.

Young people experiencing barriers such as challenging relationships, living in low-income households, or growing up in areas with a lack of access to opportunities can be confronted with hurdles. Without the right support these barriers can lead to high risks of unemployment and long-term effects on career and life chances.

There are more than 800,000 16-24-year-olds in the UK who are not at school or college, or don't have a job or training place. Our ambition is to prevent young people becoming one of these statistics.

In 2024 we will be supporting more than 1000 young people.

For more information on ThinkForward, our vision and mission, our programmes and equalities manifesto, please visit [our website](#).

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About our programmes

The **FutureMe** programme provides five years of personalised coaching and employability activities to get young people ready for the world of work. Coaches build trusted relationships, empowering young people to take control, find solutions to challenges, develop skills and create a positive vision for their future.

Specialised ready for work activities support young people to get familiar with the workplace, become inspired and identify a pathway to their chosen career. We run this programme in 15 schools in North and East London, Nottingham and Kent.



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About our programmes

The **Making Strides** programme operates in London and the West Midlands, working with young people who have mild to moderate learning disabilities with the aim of supporting them into sustainable paid employment.

Coaches provide long-term support to prepare young people for sustainable paid employment. Young people take part in insight visits, work placements and business mentoring to build their experience and develop skills and capabilities. We also work closely with parents to engage them in the opportunities and benefits of the programme.



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About our programmes

The **Future Leaders** programme works with young black men and women in Year 10 that are at risk of exclusion or have been excluded from mainstream school.

In London, young black students are more likely to be excluded from school than white British students and young black men experience high unemployment rates.

To tackle these issues, Future Leaders supports black students in alternative provisions and schools to make a successful transition into a post-16 destination, overcome the barriers they may face such as a lack of networks, social capital and soft skills, and prepare them to be ready to find a fulfilling career.



About the Role

Our Development Manager will play a key role in supporting ThinkForward to achieve ambitious growth targets and deliver on our mission to support young people facing challenges to build a brighter, better future.

You will work flexibly across all income streams to identify and convert high-value funding opportunities from trusts and foundations, corporate partners and high-net-worth individuals, as well as supporting excellent stewardship for our existing funders. You will bring technical excellence in relation to the highest standard of compelling application and report writing, and you will develop strong relationships internally to facilitate a collaborative approach to income generation. Ideally, you will also bring expertise in at least one of ThinkForward's identified income streams.

The Development Manager will be comfortable working with healthy pressure within a supportive and collaborative team culture and will be able to maintain a high level of productivity, pace and resilience in what is a challenging funding environment.



If this sounds like your kind of role, we want to hear from you!

For job description and person specification details [please click here](#).

Please send your CV and cover letter to jobs@thinkforward.org.uk

Your cover letter should be no more than 2 pages and should outline your suitability for the role as described in the person specification. If you require any reasonable adjustments during the application period, including submitting your application via a telephone call, please email jobs@thinkforward.org.uk so we can make arrangements for you.

Early interest is encouraged as we'll be reviewing applications as they arrive.



The details.

Contract:	Permanent, Full-time (37.5 hours per week)
Salary:	From £37,800, dependent on experience
Start Date:	ASAP
Location:	Hybrid, with a regular presence required in our London office
Closing Date:	25th May 2024

ThinkForward offer a range of employee benefits including

- Pro rata 25 days annual leave,
- 3 additional days' leave for office closure days between Christmas and new year
- Up to 2 days' leave for volunteering or 4 half days to support wellbeing
- A commitment to personal development
- 4.5% employer pension contributions - 1.5% more than the statutory minimum of 3%
- Interest free employee loans
- Cycle to work scheme
- Employee discounts and rewards scheme
- Employee Assistance Programme
- Flexible bank holidays

Important information

ThinkForward is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults and expects all staff and post holders to share this commitment.

ThinkForward is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender identity, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

As a registered Disability Confident employer, ThinkForward has an accessible recruitment process. We offer interviews to all applicants who meet the job requirements and who declare themselves as having a disability. If you need support, such as materials in larger print, dyslexic-friendly fonts or adjustments for yourself or your PA for the interview, please contact jobs@thinkforward.org.uk and we will ensure you have what you require to successfully complete this process.



ThinkForward

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ThinkForward is a
charity registered with
the Charity Commission.
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1152862.