



21 December 2018

Dear Applicant,

Many thanks for your interest in the Business Development Manager (maternity cover) role at Redthread. We have had fantastic opportunities for growth and development over the last few years and we are looking for an exceptional professional who can help us continue to develop all aspects of our work in a sustainable way. Our work was featured on [BBC News](#) which gives a taster of what we do.

We are looking for a skilled professional with excellent knowledge of the health commissioning landscape who is able to forge strong and productive relationships with a wide range of stakeholders, write compelling reports, bids and funding applications and work with partners to support our development in new locations.

In this application pack, you will find a job description with a person specification and the terms and conditions of the post. Please read through the person specification carefully as we will be shortlisting applications using these criteria. Make sure you tell us why you want to work for Redthread in your supporting statement.

You will find a copy of our application form and equalities monitoring form on our website at <http://www.redthread.org.uk/join-the-team/> Please send your completed application form and equalities monitoring form to applications@redthread.org.uk. We will accept applications until 10am on Monday 14 January 2019. Interviews will be held on Tuesday 22 January at our Victoria office.

Kind regards,

A handwritten signature in black ink that reads "Jenny Baker".

Jenny Baker
Chief Operating Officer

REDTHREAD'S YOUTH WORK PROGRAMMES

Redthread empowers young people to thrive as they navigate the challenging transition to adulthood by integrating trauma-informed youth work into the health sector. Whether a young person is seeking support for anxiety, needs help with an eating disorder, has been the victim of a stabbing, or has suffered a sexual assault, we support them to overcome the challenges they face through our dynamic youth work programmes.

The Well Centre is our unique partnership with a GP service, Herne Hill Group Practice, that provides young people, aged 13-20, with drop in access to GPs, CAMHS counsellors, and Redthread's experienced team of specialist youth workers. Whether in crisis or wanting a chat over a hot chocolate, young people have a safe place to raise their concerns and receive helpful and appropriate support and advice. 98% of young people who have visited the Well Centre say they would recommend it to their friends. The Well Centre receives some funding from Children in Need who filmed our work [for a TV advert](#).

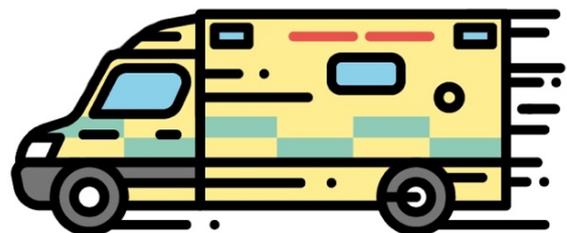
Every year thousands of young people find themselves in hospital A&E departments as the victim of serious youth violence. Redthread's Youth Violence Intervention Programme embeds youth workers in hospitals to intervene with these young people. The teams meet the young patients as soon as they can: in the A&E waiting room, on the ward, or even in the resuscitation bay. We believe that this moment of intense crisis, when the young person is nursing a serious injury in the daunting environment of a busy hospital, often alone, can be a catalyst for pursuing positive change – a 'teachable moment'. The programme is well established at London's Major Trauma Centres, and in 2018 we launched our work in QMC, Nottingham, QE and Heartlands Hospitals in Birmingham and Homerton Hospital in Hackney. We also provide support to young people who have been admitted to adult wards through our involvement in KAOS – King's Adolescent Outreach Service. Our work was featured on [BBC News](#) which gives a taster of what we do.

"I need this don't I, this is an opportunity for me; to be able to work with you, any of you, could change things for me. I'm ready for that. I'm in! You don't need to ask me again - I'm 100% on board, whatever I have to do. I'm doing it."

A young person's reaction to being introduced to Redthread

"Redthread youth workers are doing an incredible job helping young victims to move away from the circles that led to them getting hurt"

Sadiq Khan, Mayor of London



Business Development Manager (maternity cover)

Post Title:	Business Development Manager (maternity cover)
Work area:	Strategic development
Responsible to:	Director of Strategic Development
Salary:	£35,000 to £42,000
Location:	Redthread's Head Office in Victoria, with regular travel to our Midlands sites and other locations in England
Hours of work:	Full-time, 37.5 hours a week
Contract type:	One-year fixed-term contract

Purpose of Role

- To help sustain, develop and roll-out Redthread's programmes, ensuring that development is robustly planned, effectively managed and successfully implemented and includes plans for future sustainability.

Main Duties and Responsibilities

1. Contribute to a compelling, comprehensive and realistic business development strategy for Redthread, working with the Director of Strategic Development.
2. Forge long-term, strong and productive relationships with key potential partners in senior levels of healthcare, policing, statutory services, third sector organisations, programme referral partners, and other commissioners and funders.
3. Work with the Head of Fundraising to identify funding opportunities, particularly for new sites, and write detailed and compelling funding bids.
4. Explore opportunities for statutory and CCG funding across Redthread's programmes, as well as other potential sources of new funding, building relationships with health commissioners, and submitting bids and proposals for funding.
5. Facilitate programme workshops, presentations, engagement and fundraising events and networking opportunities.
6. Design and produce high-quality, impactful and written reports and information.
7. Work with the Finance Manager to develop accurate costings for new locations.
8. Work with the communications manager, to develop and implement a programme expansion marketing and communications plan.
9. Coordinate and maintain current steering groups for Redthread's Midlands sites, and form and co-ordinate a high-level steering group for each new location.
10. Working with the Director of Strategic Development, manage relationships with interested new sites in line with Redthread's strategy.
11. Lead on Redthread's implementation and mobilisation process for new programme sites.

12. Working with the Director of Strategic Development, develop the sustainability of the Well Centre in Streatham and explore opportunities and models for new pilots.
13. Maintain excellent knowledge of the external environment in which Redthread operates, including health and voluntary sectors, ensuring that it informs our strategic development.
14. Actively participate in staff meetings, session evaluations, supervision/reviews and planning sessions and in Redthread's overall development, including input on the needs of young people, ideas for new projects, and the on-going development of existing projects.
15. Assist where possible with general fundraising events and fundraising, including the maintenance and growth of the regular supporter network, and to assist in promoting the organisation's work with young people to the wider community.
16. Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.
17. Encourage and enable young people to participate in all forms of decision-making and management of Redthread's projects, with the ultimate aim of empowering them to shape the services and activities provided for them. To ensure that all young people have equality of access and that the programme promotes opportunities for all young people.
18. Work as a member of the Redthread team and assist as required across all the organisation's projects, including carrying out any other duties that may be required to meet the needs of the organisation.

Safeguarding

Redthread puts safeguarding at the forefront of all its activities. The successful applicant will demonstrate their firm commitment to effective safeguarding practises and high professional standards around all safeguarding issues.

Equal Opportunities

Redthread is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Successful track record of securing new business opportunities and developing strong relationships with key stakeholders. • Responsibility for managing a multifaceted programme or project. • Establishing and implementing high-quality programme development strategies, processes and procedures. • Successfully engaging a wide range of programme partners and stakeholders. • Researching and analysing complex data and using it to develop programme plans. • Delivering compelling workshops and presentations to a variety of audiences. • Working within or alongside PCCs, NHS Trusts, Health Commissioners and Local Authorities 	<ul style="list-style-type: none"> • Working within the third sector.
Knowledge	<ul style="list-style-type: none"> • Significant knowledge of business development processes. • Understanding of the commissioning and funding environment in which charities operate. • Understanding of financial planning and budgets. • Understanding of how PCCs, NHS Trusts, Health Commissioners and Local Authorities operate. 	<ul style="list-style-type: none"> • Understanding of sustainability for third sector organisations.
Skills	<ul style="list-style-type: none"> • Excellent written and verbal communication skills, with the ability to produce appealing reports and persuasive presentations to a very high standard. • Strong research and analysis skills • Ability to engage and persuade a wide range of people. • Strong intellectual ability, including high-level literacy and numeracy skills. • Outstanding attention to detail, with a commitment to consistent high quality. • A high standard of organisation and efficiency. • Self-motivated with ability to work flexibly and manage competing demands, deadlines and varied projects simultaneously. • Excellent team-working skills. • Efficient in the use of Microsoft Outlook, Word, Excel and PowerPoint and Mac-based systems. 	
Qualifications	<ul style="list-style-type: none"> • Undergraduate degree or equivalent professional knowledge and experience. 	
Professional skills	<ul style="list-style-type: none"> • Self motivated and committed to personal development • Flexible and committed • Effective time management skills and an ability to prioritise tasks and work flexibly to deadlines • A commitment to and understanding of equal opportunities issues as they apply to all aspects of Redthread's work 	