

## Regional Partnerships Manager (South)

Reporting to	Regional Head of Partnerships (South)
Responsible for	No line management responsibility
Location	Home based
Travel	Extensive within region with some UK and international travel as required.

### About Compassion UK

At the heart of Compassion’s ministry is a relentless passion to act on our faith and empower every child left vulnerable by poverty: a purpose embodied in the phrase “**Releasing children from poverty in Jesus’ name**”. Our work is **Christ centred, child focused, and church based**. You can read more about these principles and our history [on our website](#).

### About the department

Our **Partnerships Department** fosters relationships with key existing and prospective partners and is committed to growing the number of children in developing countries who benefit from Compassion’s sponsorship programme and the number of communities that benefit from our Beyond Sponsorship funding programmes. The team is passionate about releasing children from poverty in Jesus’ name and is committed to achieving ambitious growth objectives in a timely manner, cultivating long-term relationships that aide our mission. Our **Regional Teams** liaise and build relationships with church leaders, event organisers and individual and corporate supporters to achieve monthly and annual growth targets. Our **Ministry Development** team cultivates strategic relationships with networks, high net worth individuals, statutory funders and key 'influencers' in business and the public sphere. Our **Partnerships Support** team ensures that our acquisition activity deploys the benefits of our high impact volunteering programme, is data-driven, informed by the best available business intelligence and supported by first class administration. The work of the Partnerships Department is executed in line with Compassion UK’s cultural attributes.

### About the role

As a **Regional Partnerships Manager**, you’ll work within the Partnerships Department to establish, build, maintain and grow relationships with existing and potential Church Partners to manage and lead church services and local events in order to maximise the opportunities from these partnerships and to achieve regional acquisition objectives. You will work in collaboration with volunteers, the philanthropy and events team to maximise impact.

## Responsibilities

### **Actively maintain and promote Compassion UK's Christian ethos and values**

- Take personal responsibility to participate positively in the spiritual life of the organisation.
- Pursue your Christian faith and personal relationship with God through ongoing collective and individual spiritual development, prayer, and worship.
- Live and work in accordance with CUKs [Statement of Faith](#), [Core Values](#), [Ethos Statement](#), and other policies including [our commitment to Child Protection](#).

### **Maximise the number of child sponsorships from churches and local events**

- Deliver monthly and annual acquisition targets through developing your partnership portfolio and acquiring child sponsorships.
- Proactively seek out opportunities, follow leads, visit churches and organisations to identify and build new Supporting Church Partnerships (SCP's) as well as develop existing SCP's.
- Speak at churches and public events, deliver sermons and inspirational talks to communicate the ministry of Compassion and inspire people to sponsor and partner with the organisation.
- Undertake reactive and proactive telephone, email, and mail contact with key partners / churches.
- Ensure churches are kept engaged and serviced appropriately, either in person, remotely via telephone, email, or video call, by church volunteer speakers or self-led services.
- Help SCPs achieve their own missions' objectives by finding creative solutions available from Compassion's portfolio.
- Consult with the Head of Partnerships on any church of 200 or over in size before agreeing meetings, launches or celebrations.
- Manage issues and resolve queries coming from your SCP's,
- Potentially lead overseas tours for prospective or current SCP's (subject to a maximum number each quarter/year as agreed with the Head of Partnerships).
- Provide regular reports on progress against agreed objectives and engage in the creation of acquisition forecasts for future reporting periods.
- Ensure all data is kept secure and up to date.
- Organise small events, utilising a range of tools including ambassadors/graduates and Virtual Vision Trips (VVT's).

### **Work collaboratively across Compassion UK to effectively meet objectives**

- Work closely with the Partnership Support Department; to source collateral, children for sponsorship, to gain business intelligence, to receive assistance on arranging church leader meetings and to arrange visit requirements to the field.

- Collaborate and support the Volunteering Team to identify volunteers for events, speaking etc. actively training and building relationships.
- Seek opportunities for interventions in collaboration with the Head of Philanthropy and Region Head.
- Attend departmental and one-to-one meetings, either in person or over video conference.
- Innovate and recommend ideas for new / updated materials including written, web, etc.
- Advise and input to the Head of Regions' budgetary planning as appropriate and ensure any delegated budget is managed effectively.

## About you

To flourish in this role, you'll need:

- **Sales experience** with a proven track record of managing a sales process from beginning to end, generating opportunities, managing a portfolio of relationships, closing sales skills, and achieving sales targets.
- **An understanding of the aspirations of church leaders** and the challenges they face in their ministries.
- **Excellent networking experience.** A proven track record and the ability to network within a church environment.
- **To be a confident and effective public speaker** with experience of preaching within Churches.
- **Core office/administrative skills.** You must be fluent in English and competent in written and numerical work, with experience of basic office systems such as Microsoft Office.
- **A full driving licence with car** (mileage expenses paid).

It would help (but isn't essential) to have:

- **A proven track record of excellent persuasive telephone skills.**
- **To have used a CRM or similar system.**
- **Experience managing / supporting volunteers.**

We need you to be:

- **Personally committed to the Christian faith.** There's an occupational requirement for the holder of this role to be a practising Christian, in order to promote Compassion's ethos and help others to experience, explore and express the faith-based motivation of our work. (You can read more about this in our [Policy on Posts to be Held by Christians.](#))
- **Deeply connected to Compassion's ministry to children.** You must feel a personal calling to reach out in Jesus' name to children suffering the injustice of poverty. You must be eager to play your own part in achieving our mission. You must be committed to working in a way that promotes child protection, particularly by speaking out immediately if you have child protection concerns.

- **Aligned to Compassion UK's cultural attributes.** We strive to live and work in a way that is passionate, innovative, collaborative, effective, grace-filled, and joyful. We expect you to be able to live out these attributes and hold yourself accountable for growing in them.
- **Willing and able to undertake periodic overseas travel.** This will be subject to a maximum number each quarter / year as agreed with the Head of Partnerships.
- **Good time management skills** and the ability to manage a demanding and flexible working pattern.
- **Proactive relationship building**, influencing and communication skills with the ability to relate effectively to different people irrespective of culture, age, denomination, or position.
- **Able to work independently and as part of a team.** We expect you to be able to independently manage your own workload, including working well under pressure and prioritising your tasks. You'll also need to communicate and coordinate effectively with Compassion UK to deliver your goals.
- **Able to perform to a high standard**, add value and contribute in a meaningful way; eagerly desiring to go above and beyond to accomplish outcomes with excellence.
- **Be creative, innovative, and flexible.** You must enjoy exploring change and be happy working in a fast-paced environment. We'll need you to grasp new initiatives quickly and with a positive approach.

Salary	£35,000 (within the grade £35,000 - £41,200)
Hours of work	35 hours per week over a flexible working pattern with some Sunday working

### Salary

Compassion UK operates a salary grading system, with increments based on performance.

### Benefits

- Enhanced pension scheme. Non-contributory pension scheme (10% employer contribution);
- Enhanced holiday allowance. All employees will be entitled to 5 normal working weeks’ annual leave a year\* (pro rata), plus normal bank holidays (pro rata). It will be compulsory for up to 5 (or relevant pro rata) days of that entitlement to be held in reserve and taken during the ‘Christmas Period’ when Compassion UK close their offices, this is usually around 21 December to 1 January each year. (\*Year = 1 January to 31 December)
- Private Medical Insurance (on completion of probation period).
- Dental Insurance (on completion of probation period).
- Income Protection & Life group

### Probation / Review periods

- New staff: six-month probationary period with three-month review.
- Internal appointments: performance review at three and six months.

### Compassion House

Compassion House is a modern, agile office with free parking. Staff have free use of an on-site gym and shower facilities. Free tea and coffee are provided.

### Statement of faith

Compassion is a Christian organisation. All applicants for this role should be in full agreement with our Christian faith-based ethos, faith statements, and values, and be able to live and work in accordance with them. One area of the interview will therefore explore your active personal commitment to the Christian Faith.

### Safeguarding

Compassion UK is committed to ensure everyone who comes into contact with us, or our work is protected from all forms of harm, abuse, neglect, and exploitation. As such, Compassion UK expects all staff to share this commitment and uphold the highest standards of safeguarding. All offers of employment will be subject to satisfactory references and appropriate screening checks, which will include Disclosure and Baring Service checks. Compassion UK also participates in the Inter Agency Misconduct Disclosure Scheme. In line with this Scheme, we'll request from the job applicant's previous employer's information about any findings of sexual misconduct - such as sexual exploitation, sexual abuse and/or sexual harassment - during employment. We'll also request information of incidents under investigation when the applicant left employment. When someone submits a job application with us, they'll be confirming that they understand these recruitment procedures.

### Applicants with disabilities

Applicants with disabilities will be welcomed. We are committed to making reasonable adjustments and addressing any individual support requirements for those successfully shortlisted for interview.