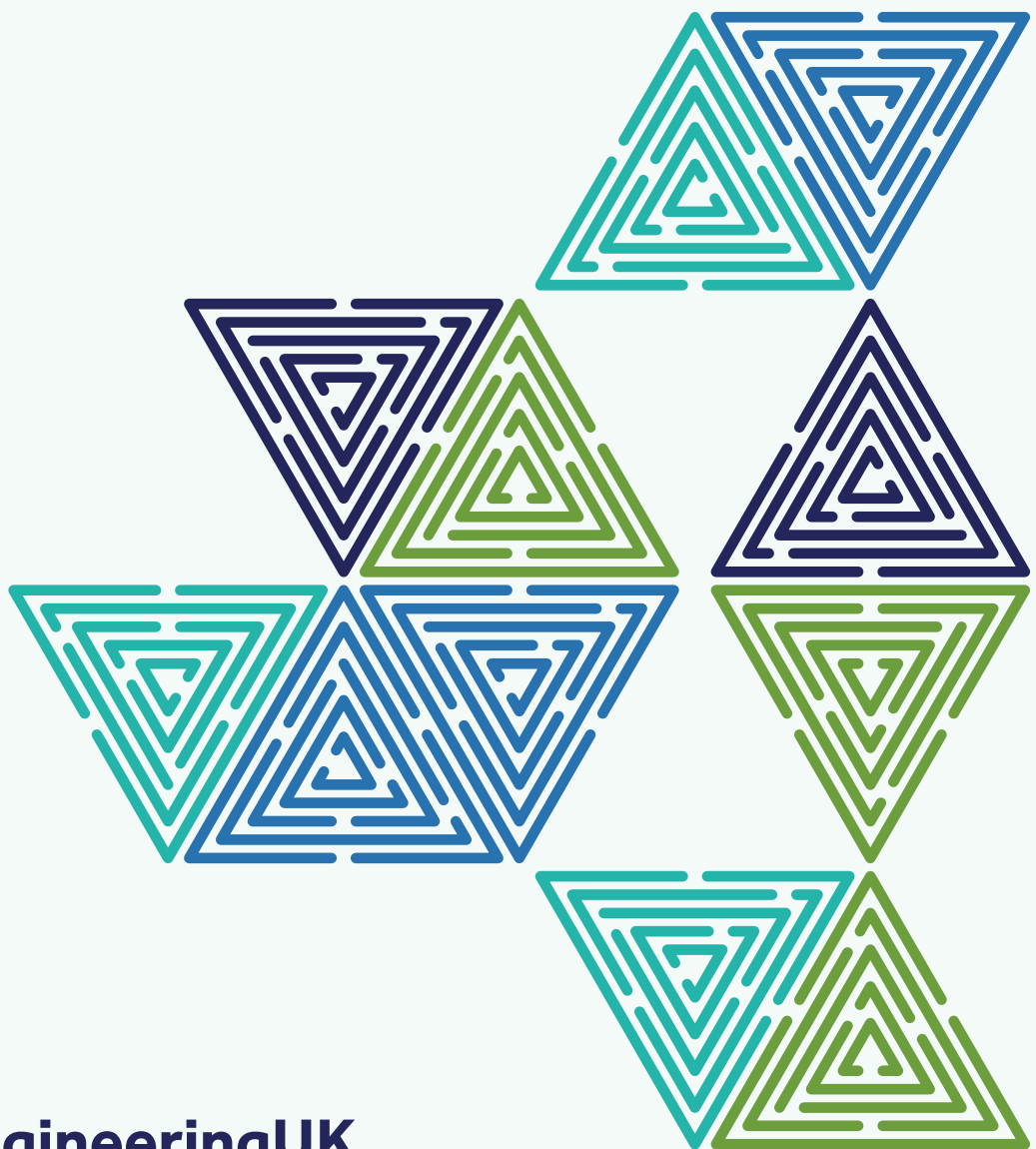


DIRECTOR OF BUSINESS DEVELOPMENT & PARTNERSHIPS

Recruitment pack



EngineeringUK

INSPIRING FUTURES TOGETHER

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Introduction

Thank you for your interest in becoming EngineeringUK's Director of Business Development and Partnerships (DBDP) maternity cover. You would join 65 colleagues united in their commitment to our mission to enable more young people from all backgrounds to be inspired, informed and progress into engineering and technology.

The UK has an ongoing shortage of engineers, technologists and technicians and these shortages are becoming more acute as we build the workforce to achieve net zero, with the Climate Change Committee estimating up to 725,000 jobs could be created by 2030, most in engineering and technology. This is why we need to nurture the next generation of engineers and technologists and where EngineeringUK comes in.

We are passionate about making sure that all young people understand the breadth, societal value and excitement of modern engineering and technology careers and know how to get into them.

The DBDP would join an Executive Team of five who lead the organisation and motivate and develop all our staff to reach their and our full potential. We take an evidence-based approach to everything we do, iterating and seeking out new opportunities to innovate and increase our impact. Our commitments to equity, diversity and inclusion as well as environmental sustainability are threaded through all of our activities as well as within the organisation.

The DBDP leads work at the interface between EngineeringUK and the engineering and technology sector that we represent and serve; they bring critical insight of the external landscape and encourage organisations to support our mission through funding, sharing their insights and experiences, the provision of content and other ways.

EngineeringUK benefits from a stable income stream - a share of the professional registration fees of engineers and technicians who are also members of Professional Engineering Institutions (PEIs). This places us at the heart of the sector, with a responsibility to work collaboratively and add value across it. All PEIs are members of EngineeringUK as well as about 30 industry members, and the DBDP's team support these members with their STEM engagement and shared research and policy objectives, with help from colleagues across the organisation. The team also raises approximately £1.5M additional income through membership fees, sponsorship and programme funding.

We are looking for a 14-month maternity cover (full time though we would consider 0.8 FTE) who would sustain our successful track record of relationship building, fundraising and member support. It's an exciting time to join the team as we have established strong delivery against our strategy as we enter its third year and wish to grow our income to expand our reach and impact. We have had recent success with our approach to Trusts and Foundations, which we would like to extend, and have also just launched a new two-tiered industry membership model as we respond to the ever-evolving corporate environment.

If our collaborative and positive approach appeals to you, then please do get in touch.

Dr Hilary Leever

Chief Executive, EngineeringUK

Who we are

EngineeringUK is a not-for-profit organisation, which works in partnership with the engineering and technology community to increase the number and diversity of young people choosing academic and vocational pathways into engineering.

It is vital that we ensure that engineering and technology are attractive and accessible for the current generation of young people – for their own life chances and so that we have a large, diverse and insightful workforce that enables the UK to thrive, building growth, improving sustainability, and progressing towards net zero.

We work locally, regionally and nationally with over 400 organisations across industry, education, government, charities and the professional engineering and technology landscape under 4 strands of our strategy.

1. Research and evidence – to establish the composition of the current engineering, technology and technician workforce, future workforce needs and how to address them

Sharing our evidence helps ensure that careers information is accurate and conveyed in an inclusive and impactful way, policy development is better informed, and all engineering and technology engagement activities are inclusive and inspire the next generation. Our regular analyses include the make-up of the current engineering and technology workforce and educational pathways into it and often drawing on insights from industry to help us understand the data, and case studies to help us explain it. We also analyse what enables, inspires or deters young people from studying STEM or aspiring to a career in engineering and technology and share and apply our learnings widely.

2. Leadership - to grow the collective impact of all engineering inspiration and careers activities with young people

In 2021, we launched The Tomorrow's Engineers Code which now brings together 380 organisations who design, delivery or fund engineering and technology activities for young people. Signatories of The Code have pledged to work more collaboratively together to reach these shared goals, helped along by our digital platform for teachers, Neon.

The Business Development and Partnerships Team provides more in-depth and bespoke support for our industry members and PEIs through dedicated meetings, early sharing of research and policy analysis, and forming working groups to respond to their needs, often drawing on the expertise across EngineeringUK. Our industry members take turns to host our quarterly panel meeting, providing members and staff with the opportunity to tour each other's facilities. Our members include some of the country's best-known engineering and technology companies such as Babcock, Leonardo, National Grid, Network Rail, Orsted, Rolls-Royce and Siemens.

3. Activities for schools – to encourage more, and more diverse, young people into engineering, technician, and technology roles

Our activities and projects inform and excite young people about the variety and opportunity presented by careers in modern engineering and technology. The Business Development and Partnerships Team identifies supporters for our activities, such as The Big Bang Fair and Competition, Energy Quest, Tomorrow's Engineers Week and Climate Schools Programme, developing and managing these relationships so we can draw upon role models, content and funding. This year we're aiming to reach 150,000 young people aged 10 to 14 and prioritise working with schools that have high proportions of students from demographic groups underrepresented in engineering and technology. We ensure that our content accurately represents the breadth of the sector, highlighting areas of workforce growth or great need such as environmental sustainability. The team also looks for funding opportunities that align with our ambitions, working with colleagues to develop funding proposals.

4. Advocacy - to address policy and delivery challenges related to the sector's education, skills and workforce planning

We work closely with the Royal Academy of Engineering and National Engineering Policy Centre and across a number of government departments, responding to consultations and inquiries, as well as working more proactively in areas such as apprenticeships and the delivery of careers information, advice and guidance. The Business Development and Partnerships Team draws upon our members to share insights, develop recommendations and amplify our messages.

Values

We are inclusive and care about diversity. We understand that we have different needs and create opportunities for everyone's voice to be heard.

We are collaborative. We listen, share and work in partnership to achieve our mission.

We are curious and keen to learn. We challenge ourselves and each other to innovate and experiment.

We are insightful. We evaluate what we do and draw on research to make decisions and to improve our collective understanding.

We are driven by a strong sense of purpose. We are determined to make an impact and achieve our goals.

Finances

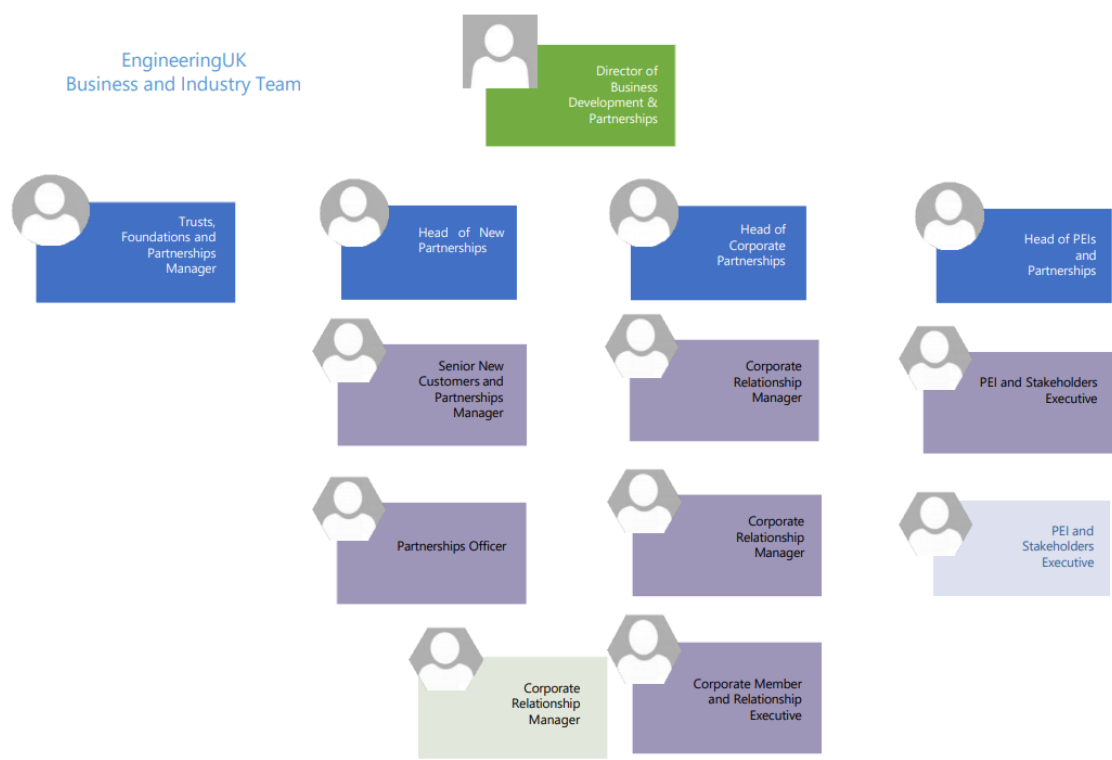
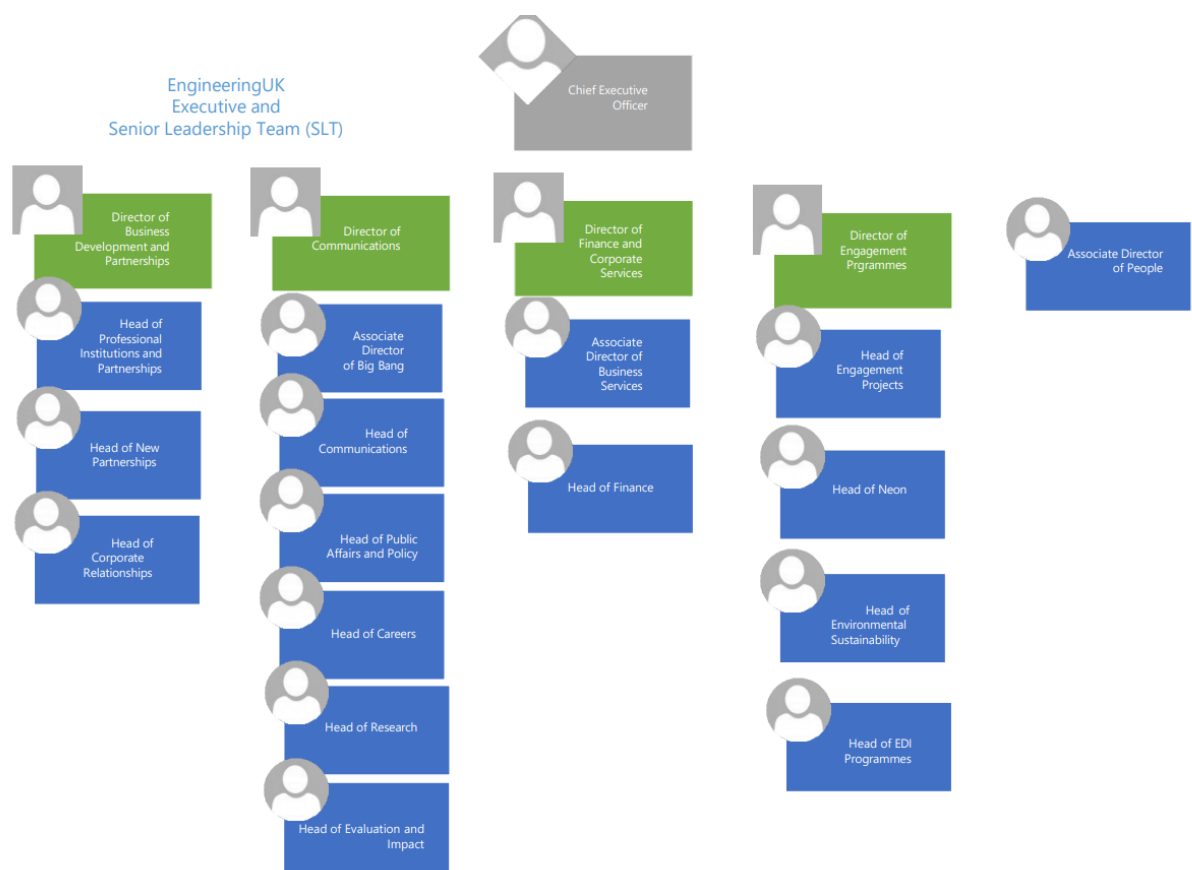
Income for the 2023/24 business year was £9.84m, £8.1m of which was from the registration fees of professionally registered engineers and technicians. £3m of these fees were passed to the Engineering Council in its role as the profession's regulatory body. We were also supported by £0.3m of income from our industry members which funds the work that we do with them. Our remaining income was in direct support of the Big Bang Programme (0.6m) or other activities (0.6m) including activities for schools like the Climate Schools Programme, Energy Quest, bursaries and support for Tomorrow's Engineers Live as well as a large research project, the Science Education Tracker.

In 2023/24, whilst most of our funders contributed less than £15k, typically to exhibit at The Big Bang Fair or to sponsor The Big Bang Competition, 16 funders contributing £15 to 50k across school activities and membership fees. We were also received more substantive support from 3 Charities (the Helsington Foundation, the Gatsby Foundation and Wellcome via the Royal Society). We are growing our income from trusts and foundations, having added 2 new major funders in 2024/25: the RAF Charitable Trust and Volvo for Life Foundation and receive a significant gift for our Bursary programme from a philanthropist.

Our expenditure was distributed across the 4 strands of our strategy:

1. £1.4m on research and evidence
2. £1.4m on leadership
3. £3.2m on activities for schools
4. £1.1m on advocacy.

Org charts



Role description

Job title: Director of Business Development and Partnerships

Location: London with hybrid working

Reporting to: Chief Executive

Annual salary range: £105,000 to £118,000

The Director of Business Development and Partnerships (DBDP) leads work at the interface between EngineeringUK and the engineering and technology sector that we represent and serve. As a member of the Executive Team, the DBDP brings critical insight of the corporate world and ensures that our engagement activities are relevant to them, represent their breadth and that our research, analysis and policy work draws on current and real-world experience. The Director leads a team that maintains established relationships with businesses, PEIs and funders and builds new relationships, encouraging organisations to support our work through funding, the provision of content and holistic partnership opportunities.

The Business & Industry team consists of 11 colleagues working under 4 pillars:

- New partnerships
- Corporate relationships
- Trusts and foundations
- Professional institutions and partnerships.

The Director has 4 line-reports: 3 Heads and one Manager. Each team has a slightly different role in meeting the B&I team strategy, but all work collectively to ensure that key industry bodies and businesses are engaged with our work.

New partnerships. Engage new businesses with our portfolio of activities including corporate membership, EUK Education programmes, The Tomorrow's Engineers Code, policy, and other opportunities.

Corporate relationships. Responsible for account managing existing relationships with members, sponsors and funders including supporting STEM strategy development, organising peer-learning opportunities, upgrading membership/funding levels, networking them across EngineeringUK, and deepening engagement across multiple activities.

Trusts and foundations. Managing existing high-value partnerships with funders who support our programmes, engaging new funders to scale our work, working with other teams to develop compelling proposals and raise EngineeringUK's profile in the grant-making space.

Professional institutions and partnerships. Coordinate engagement with PEIs across EngineeringUK, ensuring a consistent approach and maximising joint value from our partnership. Securing new partnerships (and then managing, renewing and cross-selling the relationship) with SME clusters.

Reporting to the Chief Executive, and as part of the Executive Team, the DBDP is expected to understand the governance requirements of charities and companies and work with the Board of EngineeringUK to support decision making.

The role is London-based at the EngineeringUK offices at 10 Lower Thames Street, London EC3R 6EN and will involve some travel in the UK. We believe that hybrid working has many benefits and are pleased to offer flexible working with a minimum of 2 days (or 40%) a week in the office and core hours of 10am to 4pm.

Role responsibilities

As a member of the Executive Team, the DBDP contributes to the collective development of staff across the organisation to become more strategic, purposeful and effective. All members of the Executive Team are expected to act as ambassadors for the organisation, role model our values, and be excited to learn how we can do better across all our work.

- Fully participate in the strategic leadership of EngineeringUK to ensure that ambitious, impactful and resilient plans are in place and monitored in the short and longer term, working closely with the relevant stakeholders
- Oversee delivery of the Commercial strategy
- Ensure a bespoke approach for each programme to enable sufficient financial and other support for its success
- Build up relationships and support that effectively represents the breadth of engineering and technology organisations including their distribution across the UK and different organisational sizes
- Sustain and grow our Membership ensuring that relationships are highly valued on both sides
- Ensure seamless interfaces with colleagues delivering activities for schools and other vehicles for collaboration (such as Neon and The Tomorrow's Engineers Code) as well as with colleagues who support, and can learn from, our business and PEI engagement (those working in communications, research, policy, EDI, and environmental sustainability)
- Input to the development and delivery of the annual business plans
- Act as a key advocate for EngineeringUK, including representation on various committees and working groups, as required
- Oversee the supporting processes within EngineeringUK, including performance management and training and development
- Manage a team of 11 staff, directly or indirectly overseeing their day-to-day management, setting objectives and supporting their ongoing development
- Undertake any training and development as required for the role
- Any other duties and tasks as directed and required by your line manager

This is a general guide to the key responsibilities of this role, it is not exhaustive. Similarly, the amount of time that you spend on various aspects of the role may vary.

Person specification

Essential skills/competencies

Ability to fully engage with EngineeringUK's mission and values, be committed to its goals and act as an ambassador for and role model within the organisation

- Proven experience of successfully identifying, initiating and establishing funding relationships, understanding customer needs and translating these into solutions
- Experience of writing and presenting proposals and securing funding
- Experience of leading, managing and motivating teams to deliver results
- Strong interpersonal skills to build and maintain effective relationships at all levels inside and outside the organisation; persuades, influences and listens to others using reason and cooperation
- Experience in strategic analysis, strategy setting and taking a pro-active approach towards improvement
- Flexible and imaginative approach to problem solving and ability to challenge assumptions and successfully deliver challenging messages
- Experience identifying and understanding customer needs and translating these into solutions
- Work in a way that supports our commitment to equity, diversity and inclusion

Desirable skills/competencies

- Knowledge of the engineering and technology sector
- Knowledge of STEM education and engagement
- Proven participation at an executive or senior level

Benefits

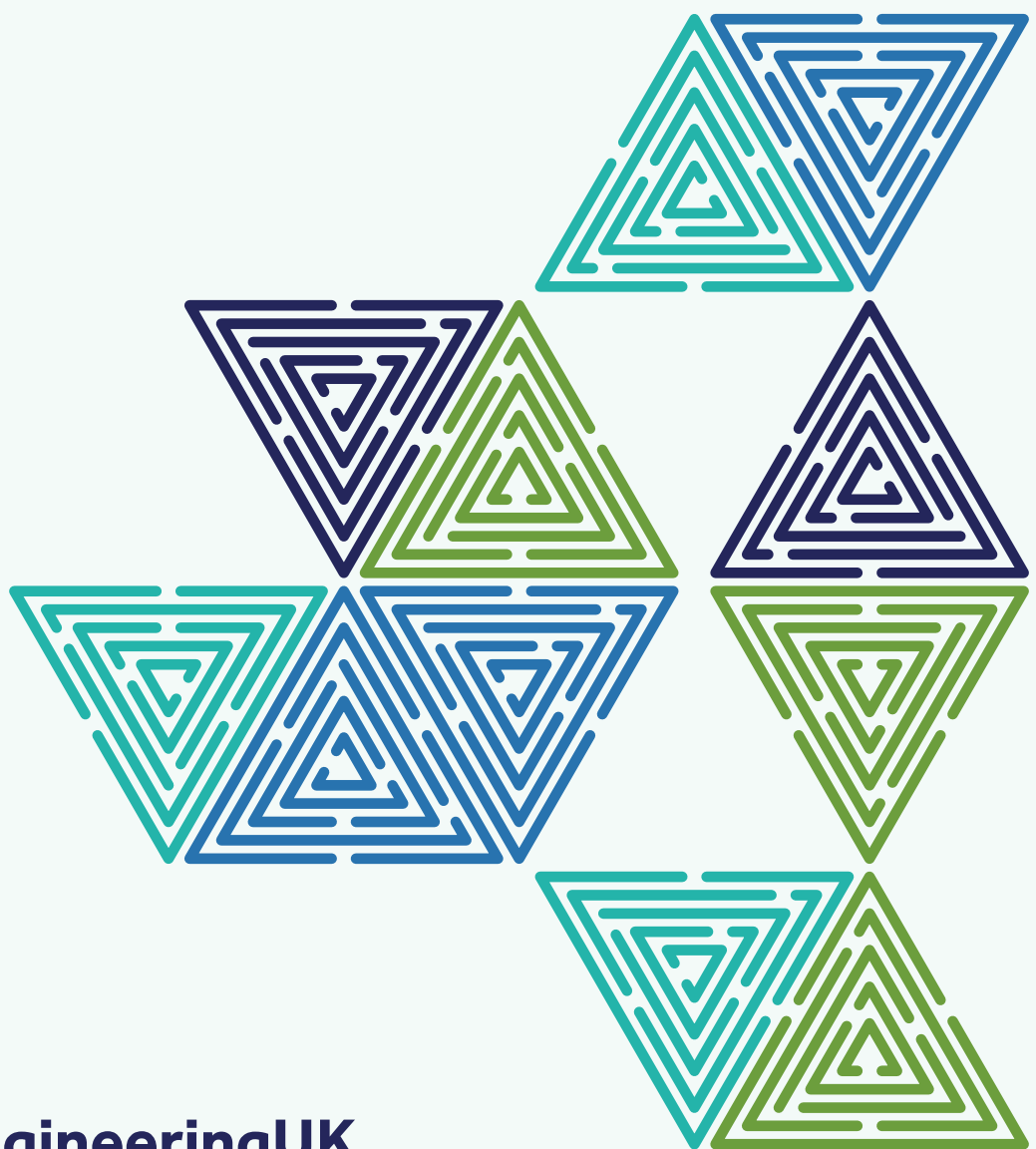
- Bonus - you will be eligible for a discretionary annual performance related bonus of up to 15% of basic salary earned, assessed against individual and organisational targets
- Pension - save for your future with a generous 10% contribution from us
- Life assurance - our policy offers 4 times your annual salary for your nominated beneficiary
- Permanent health insurance - 75% of annual salary if you are unable to work long term due to illness, injury or disability (qualifying period applies)
- Holidays - 28 days of annual leave plus (non-contractual) office closure between Christmas and New Year

- Flexitime - maintain a healthy work/life balance with our flexible working culture, including core hours of 10am to 4pm and hybrid working
- Giving back - 2 paid days off work each year to volunteer for a good cause
- Employee Assistance Programme – including online GP, mental health support, wellbeing/ healthy living support and financial/legal guidance
- BUPA health check - annual assessment available free to those over 40 or those over 35 with more than 3 years' service; 50% subsidy on the cost for all other staff
- Parental leave - to help welcome a new addition into your life, we offer enhanced maternity, paternity and shared parental leave to our staff (qualifying period applies).
- Enhanced Carers Leave

How to apply

To apply for this role please click [here](#)





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