



# **CANDIDATE PACK FOR**

## **Director of Partnerships and Capital Projects**

# WELCOME

Many thanks for your interest in the role of Director of Partnerships and Capital Projects.

We have recently published an ambitious new strategic framework, [The Next Horizon](#). Looking forward to 2030, we have twin objectives of sustaining our current quality, consistency and volume of delivery in our existing six centres whilst realising the goal of growing our impact by increasing the number of young people we work with annually. To do so we must increase our delivery capacity.

To realise our growth ambitions we are creating a new role within the Senior Management Team; the Director of Partnerships and Capital Projects. The role will lead on identifying, developing and delivering additional residential capacity to deliver Outward Bound courses. In addition, the role will lead on major redevelopment projects of our existing centres, specifically our Aberdovey Centre within the lifetime of The Next Horizon.

This is an exciting time to join Outward Bound, with the organisation having recovered well from the impacts of the pandemic, and this new role is at the heart of achieving the priorities set out in The Next Horizon.

The successful candidate will be central to the leadership and management of the charity in the coming years, working closely with myself and the Senior Management Team. You will be entrepreneurial, collaborative, and a big-picture thinker whilst also having an attention to detail, with exceptional project management skills. You will have a track record of the creation and delivery of growth strategy through one or more of development, acquisitions, partnership working and joint ventures.

We are fortunate to have a strong Board with outstanding trustees who are engaged and supportive, and a team of people who are passionate about what we deliver for young people.

Every week we inspire young people to realise their potential. Through our work young people connect with themselves, with others and with nature, as is articulated in our recently published [Social Impact Report](#). More so now than ever, society needs young people who are self-aware, confident and resilient, able to flourish and respond to the fast-moving digital and often uncertain world. Come and join us and be part of a people centred, ambitious organisation that is determined to extend its reach and impact.

Martin Davidson  
Chief Executive

# ABOUT THE OUTWARD BOUND TRUST

The Outward Bound Trust partners with schools, colleges, employers and youth groups to teach young people most important lesson they could ever learn: to believe in themselves. Young people's lives are filled with pressures and challenges. They need the means to help them cope and thrive in this noisy and uncertain world – now and in the future.

We provide opportunities for young people to seize the moment and empower them to discover and embrace their unique strengths through the power of adventure. At Outward Bound, young people leave behind their everyday lives to experience unfamiliar environments and build new connections; they venture into a new world of endless opportunities. Through challenge and adventure, young people learn to thrive and grow. This is where they discover who they are and what they are truly capable of.

Afterwards, young people return to their world with a stronger sense of self-belief, confidence, and compassion. They're ready to embark on their journey towards continual personal growth for a better self, stronger communities, and a promising and brighter future for society.



## OUR BELIEF

*"We are all better than we know. If only we can be brought to realise this, we may never again be prepared to settle for anything less."*

**Kurt Hahn**

**Co-founder, Outward Bound**

## OUR MISSION

To inspire young people to realise their potential through learning and adventure in the outdoors.

## OUR CORE VALUES

**We believe:**

- That we all have undiscovered potential.
- In the power and intensity of learning through adventure.
- In the balance between risk, reward and responsibility.
- In compassion and respect for each other and for our environment.
- That all staff and participants should always feel valued and encouraged to be themselves.

# JOB DESCRIPTION

**Job Title:** Director of Partnerships and Capital Projects  
**Reports to:** Chief Executive

## THE JOB

You will be central to the leadership and management of Outward Bound and realising the ambition set out in The Next Horizon, leading on securing additional delivery capacity and the ongoing redevelopment of our existing Centres.

Working with the CEO and Senior Management Team colleagues you will take the lead on developing a plan to grow residential delivery capacity aligned to the organisational strategy, The Next Horizon, that identifies both internal and external growth opportunities. In addition to projects live in the pipeline detailed below, you will develop innovative partnerships/joint ventures to creatively seek acquisition and expansion opportunities.

You will ensure that the following projects are taken forward at pace, albeit within any constraints of capital funding availability. In particular as stated in The Next Horizon in the coming years we are planning:

- A major redevelopment of our Aberdovey Centre.
- To extend our Eskdale Centre.
- To open a new Outward Bound Centre in North Wales, achieved via a project in progress with a partner charity.

In addition you will actively seek opportunities beyond our existing model which might include, but will not be restricted to:

- Building partnerships with like-minded organisations to develop additional residential capacity.
- Actively seeking opportunities to collaborate with other outdoor providers that may benefit from additional scale and resource.

You will work with colleagues in departments across the organisation to ensure that the opportunities you are exploring are in environments where inspirational Outward Bound can be delivered, in geographies that work for the young people we want to work with, and importantly, are fundable. Your ability to collaborate and respond positively to feedback will be critical. You will have experience of developing high performing internal and professional project teams and successfully leading delivery of the projects.

The role has anything but a standard set of responsibilities, it is an exciting opportunity to help lead Outward Bound in realising its vision to “deliver inspirational outdoor learning that enables positive, purposeful change in tens of thousands of young people every year.”

# RESPONSIBILITIES

- Contribute to the leadership of the organisation as part of the Senior Management Team.
- Working with the Board of Trustees and senior colleagues to deliver the strategy.
- Lead on the development of a plan to grow residential delivery capacity.
- Lead on creation and development of strategic partnerships with likeminded organisations to enable growth targets to be achieved.
- To lead on the major redevelopment of the Aberdovey Centre and the redevelopment enabling an increased capacity at the Eskdale Centre.
- To lead on future redevelopment projects of other centres as and when required.
- To further develop the partnership opportunity for a new centre in North Wales.
- To actively seek other opportunities to increase the delivery capacity of Outward Bound.
- To work in close partnership with the Director of Fundraising and the wider Fundraising team to secure capital funding required.
- To work with the Business Development and Operational teams to ensure new opportunities are in geographies where Outward Bound can be delivered and targeted beneficiaries can access.
- To lead on the procurement and management of appropriate suppliers and advisers in respect of our property facing activities.
- To work with the Director of Finance and Resources guiding and supporting the legal and compliance related aspects of our property portfolio.



## WHO WE'RE LOOKING FOR

Who we are looking for is equally important to us as skills and experience. We are looking for someone who is naturally creative and entrepreneurial, someone who can inspire and influence people, someone who is not afraid to take risks, and someone who has a track record of delivering major projects.

You will be able to ask questions with curiosity, not judgement, and have an ability to empathise and appreciate alternative points of view, whilst moving things forward.

In addition to your personal qualities, we are also looking for someone with the skills, experience and qualifications below. While some are a requirement that you will definitely need in order to succeed in the role, others can be demonstrated through a variety of ways in your career history.

Therefore if you think you are a good fit for the role, we would like to hear from you.

- Chartered Surveyor or equivalent.
- Proven leadership experience at a senior level in a national organisation.
- Proven experience of creating and delivering growth strategies.
- Substantial project leadership and project management acumen.
- Demonstrated aptitude for strategic thinking, planning and analysis.
- Good financial planning and management skills.
- Experience of highly effective collaborative working, influencing and building confidence with senior colleagues at Executive and Board level.
- Committed to embedding the values of equity, diversity and inclusion in everything that you do.
- An advocate of collaboration and continuous improvement, able to demonstrate both patience and perseverance.
- A passion for inspiring young people to realise their potential. A belief in the Outward Bound values, our ambitions to ensure that young people are at the heart of everything we do, and that we strive to grow our impact by working with increasing numbers of young people.
- Charity sector experience particularly in major growth and capital development projects and/or within the hotel/hostel/student accommodation sector.



# TERMS OF APPOINTMENT

**Salary:** £80,000 - £95,000

**Contract:** Full-time, permanent.

**Location:** Flexible, although will require regular travel for Board, Senior Management and other meetings.

**Pension:** 10% Employer contribution, 5% Employee contribution (minimum).

**Annual Leave:** 24 days plus bank holidays (increasing by one day per year to 30 days).

## Additional Benefits:

- Life Assurance: 3 x salary, covered from start date; includes Employee Assistance Helpline.
- Long-term Disability Insurance: 2/3 salary less state incapacity benefit after 6 months' absence for up to 5 years, covered from start date.
- Employee assistance programme: with easy access to medical and mental health support. Ranging from instant GPs appointments to physio or counselling services.
- Personal Accident Insurance while at work or commuting.
- Health Cash Plan with Medicash: on application after completion of probation; taxable benefit.
- Pension Scheme (currently Standard Life): Auto-enrolment of all staff after 3 months service.
- 8 weeks' sick pay at full salary in any 12 months.
- Berghaus uniform items provided and the opportunity to purchase Berghaus products at discount.
- Staff bursaries: discounted course fees for family members.

## Plus

Personal Adventures – Outward Bound has a positive attitude to extended/unpaid leave (forward planning is required).



## HOW TO APPLY

We actively encourage applications from underrepresented groups to ensure our workforce reflects the diversity of the young people we support. We welcome candidates from all backgrounds and value the unique perspectives they bring.

To make an expression of interest in this role, please contact Karin Pollard at Taylor Osborne at [Karin@taylorosborne.co.uk](mailto:Karin@taylorosborne.co.uk).

