

Partnership Development Manager (PDM)

Partnership Development Managers (PDM) are motivated and driven to broaden and deepen CAP's relationship with the church to fulfil CAP's Purpose, Vision & Mission.

Purpose Statement

To inspire and equip churches across the UK to help people out of debt and poverty and invite them to become followers of Jesus.

Vision:

- **Transformed lives** - We want to see people across the UK released from poverty, living with faith in Jesus and hope for the future.
- **Thriving churches** - We want to see churches that have become the beating heart of their communities, actively serving them and bringing the hope of Jesus.
- **An end to UK poverty** - We want to see a hope-filled society, free from poverty, with churches united to improve the lives of those facing debt and financial hardship.

Mission

No one should face debt and poverty alone: The steadfast presence of a local church, ready to walk alongside you during the toughest financial storms.

Our aim is that when a vulnerable person who needs our type of face to face help is experiencing financial crisis or vulnerability, there will be a church in their community that is ready to walk alongside them. That church will offer steadfast support as they restore their financial resilience and hope for the future whilst introducing them to the fullness of life that Jesus offers.

Partnership Development - Team Purpose

Our work is fundamental to the growth and success of CAP, encapsulated in our Mission statement: to have a partner church in every community ready to walk alongside the poorest and most vulnerable people. We are responsible for achieving this by establishing **Church Partnerships**.

Together with our Church partners, we deliver our life-changing services, firstly our core **Debt Help service** that is then supported by essential wrap-around resilience programs like **Job Clubs**, **Life Skills**, and **Money Coaching**. This work isn't just about helping people get out of debt and poverty; it's about seeing lives radically changed. We are driven by a passion to see people not only find financial freedom, thriving in life, but also become followers of Jesus and find a true sense of belonging in a local

church.

Your Personality Our Team

We're looking for a compassionate, self-starting individual who is tenacious, goal-oriented, and target-driven with a make it happen mentality, because they know the impact growing this movement will have on thousands of people's lives.

This role is part of the **Partnership Development Team** within the Mission & Movement Directorate. Reporting to the Head of Movement Development, you will be responsible for initiating and engaging with senior church leaders and wider networks to partner with CAP, primarily through our life-changing Debt Centre service.

Responsibilities

As a **Partnership Development Manager**, you'll be a key driver of our mission. We're looking for a self-motivated, results-oriented, problem solving individual who can build and nurture relationships across diverse church networks and denominations.

You will be responsible for generating new partnership opportunities, inspiring church leaders and wider networks to engage with CAP's vision and partner with us. You'll need to be an entrepreneurial self-starter with a proven ability to build a robust pipeline and deliver on growth targets, specifically around Debt Centre growth motivated by our desire to help more people out of debt and poverty and see them become followers of Jesus.

We have allocated 1 day a week for this role to support the wider PDM team around logistics, processes and a small amount of project management.

Partnership Development Manager Scope

- The team is split between full time and part time PDMs.
- Significant amount of travel with large regions to cover.
- This role has no direct reports.
- In line with our expenses policy, all expenses (e.g. mileage costs) are claimed retrospectively via our CAP Expenses system.
- 1 Day a week PDM team project management

Role:

Accountabilities:

- Responsible for expanding CAP's partnership network across your region alongside the Regional Director and Head of Movement Development, strategically prioritizing and developing relationships with church leaders

and networks to establish new partnerships and services. You'll achieve this by collaborating with other teams, proactively networking with Christian organizations and denominational leaders (where appropriate), and representing CAP at various events, all with the goal of growing our influence and opening new services in every community.

- Proactive management of contacts as they progress through the pipeline, working alongside churches to identify if a CAP service supports their church vision, and if appropriate, manage them through the church journey and experience to open a new CAP service.
- To open new Debt Centre Partnerships as laid out in regional Development plans in target areas of deprivation and communities across the region.
- To open resilience services (Job Clubs, Life skills & Money Coaching) with new and existing church partnerships.
- Alongside Regional Director to identify key areas from across the region to host and organize a targeted number of CAP Spotlight Events per term. These events are designed to gather church leaders around a table to have conversations around opening a multi Church Debt Centre.
- To proactively build, manage and progress a self generated caseload of churches within your region, through cold calling, face to face meetings and all other appropriate forms of communication. This will include frequent travel across the region to meet with appropriate churches/ leaders.
- Refer potential new Debt Coaches or Churches that might want to work with an existing or expanding Church Partnership to the relevant Area Partnership Managers who are responsible for existing centre growth and sustainability.
- To work with Regional Leaders and Area Partnership Managers to deepen local knowledge and connections in order to deliver new church partnership opportunities.
- To collaborate across departments where needed to support and engage with Church Events, Talks, Conferences, Festivals, Church Leaders Meetings and other relevant events within your region, working on exhibition stands (when necessary) to help generate enquiries.
- To work with local church teams to ensure appropriate candidates are identified and have a full understanding of the role and responsibilities involved, ensuring CAP's selection team receive the appropriate information in a timely manner.
- To advocate and make introductions where appropriate for Church talks, CCT and fundraising opportunities.
- Where appropriate, to represent Partnership Development in additional projects which improve the delivery and content of CAP's products and services.

Measurable Outputs:

- Achieve targets around the number of new Debt Centre openings in your region per term and year.
- Achieve targets around the number of new to CAP, Job Clubs, Life Skills and Money Coaching openings in your region per term and year.

- Achieve targets around the number of self generated warm leads (warm = actively engaging in conversation with a view to partnership).
- Achieve targets around Regional Spotlight events.
- Active pipeline management (closed, lost, won).
- Ensure that every new partner church completes and returns partnership agreements, additional policies and all candidate paperwork by the relevant deadlines for every new service prior to training (including Direct Debit Agreements).
- Active involvement to support the wider team around logistics, processes and a small amount of project management.

Culture:

- Clearly live out and embrace the cultural values of CAP.
- Clearly demonstrate a heart and passion for the charity.
- Sincere acceptance, understanding and practice of the Christian ethos and purpose of the Charity.

Other Responsibilities Include:

- Being willing to pray with staff and be fully engaged with our Christ Centred culture.
- To encourage friends, family and other contacts to support the charity through the Life Changer program, and other fundraising initiatives.
- Attendance at annual CAP staff conferences

The above job profile is a guide to the work you may be required to undertake but does not form part of your contract of employment and may change from time to time to reflect changing circumstances.

Person:

Education:

- A proven track record is what matters to make this role a success.

Experience:

Essential:

- High level of passion and experience to advance the Kingdom of God, either through, with or as part of your local church.
- Demonstrable example & experience of what it takes to grow a business / portfolio / partnership / and or client base.
- Demonstrable examples & experience of what it takes to drive success in a commercial context.
- Demonstrable experience of what it takes to be a self starter
- Experience of managing multiple stakeholders.
- Experience in driving and delivering results.
- Experience of building networks and relationships with external organisations.
- You know what it takes and what's required to work to deadlines and targets.
- Administrative experience.
- Good I.T. skills
- Comfortable praying for and with Church leaders

Skills/Abilities:

- Ability to self generate opportunities through hard work, tenacity and relationship.
- Ability to build relationships and inspire others to take action, especially church leaders from across a range of denominations, your passion for the mission is infectious and is your key motivator.
- Ability to manage the whole sales process, confidently leading the conversation and directing the next steps for action at every step.
- Ability to talk confidently and with compassion about the subject of poverty inspiring Churches to respond to the need.
- High levels of emotional intelligence with an ability to progress relationships and conversations to reach desired outcomes.
- Strong telephone manager with an ability to connect over the phone.
- Strong influencing and negotiating skills.
- Naturally decisive and proactive.
- Natural relationship builder.
- Able to work remotely, unsupervised, under pressure and juggling multiple priorities and deadlines.
- Resilient.
- Confident Public Speaker
- A confident communicator who promotes CAP's culture and values at all times.
- Ability to prioritise time, tasks and attention effectively in a pressured environment.
- High levels of organisation skills and drive to reach targets quickly and efficiently

Christian Commitment:

- The candidate must be able to give both verbal assent to and practical demonstration of Christians Against Poverty's Statement of Faith and Core Values
- Must be able to actively participate in prayer and worship, whether individual, small group or corporately, as an expression of own personal faith and in line with CAP's Statement of Faith.

All adults working in, or on behalf of the CAP have a responsibility to safeguard and promote the welfare of children and adults. This includes: A responsibility to ensure a safe environment in which CAP Services can be delivered. Identify children and adults where there may be safeguarding concerns and to follow the CAP Safeguarding Policy in addressing any concerns appropriately.

CAP celebrates the value of diversity and our aim is for our workforce to be as inclusive as possible as well as representing the communities we serve. With this in mind, we welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are committed to continue building an environment that embraces diversity and includes all.

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