

Regional Development Manager

upReach is an award-winning social mobility charity supporting less-advantaged students to secure graduate jobs in sectors including Consulting, Government & Public Sector, Law and Technology. We deliver a comprehensive programme of professional development to over 2,700 students, working in close partnership with leading employers such as Civil Service, Accenture, Goldman Sachs, PwC and Slaughter and May.

In October 2019, upReach won the Charity of the Year Award (income < £1m) in the prestigious Charity Times Awards, and the charity also won the “Embracing Digital” award in the 2020 Charity Governance Award. In 2021 upReach’s work on the Social Mobility Network was a finalist in the Third Sector Awards ‘Breakthrough of the Year’. The charity was also a finalist in three categories at the Charity Times 2021 Awards including ‘Best use of Technology’ and the ISE Awards 2021 for our partnership with the University of Exeter.

upReach is seeking to hire a **Regional Development Manager** to help us to grow our programmes outside of London and the South East. This is an exciting opportunity to directly contribute to the growth of the charity by growing local partnership relationships to our offices, exploring the viability of expanding to new locations within the UK and helping the charity to reach more students who live in social mobility cold spots.

Key Information

Regional Development Manager: This individual will play a pivotal role in delivering and growing our programmes within social mobility cold spots in the UK. In their 2020 report ‘The Long Shadow of Deprivation: Differences in opportunities across England’, the Social Mobility Commission highlighted the vast difference in social mobility across different parts of the UK, suggesting that the pay gap in the least socially mobile areas is 40% larger than in areas with high social mobility.¹ At upReach, we believe that we can have the greatest

¹ *The long shadow of deprivation: Differences in opportunities across England*. Social Mobility Commission, 2020

impact by reaching students from these areas of low social mobility, and helping them to access top graduate roles and employability support.

This new and exciting role will play a pivotal role addressing this challenge. Having already opened offices in Manchester, Nottingham, Newcastle and Bristol, the Regional Development Manager will both look to develop new and local partnerships to identify eligible students and broaden Associate opportunities in these existing locations, whilst also exploring opportunities to expand to new cities within the UK. They will work closely with the Head of Strategy, the Delivery team and the Partnerships teams to plan and build impactful partnerships around the UK that will provide opportunities for students from areas with the lowest social mobility. They will also lead investigations as to the viability of expanding our work to new locations, such as Leeds, Cardiff, Glasgow and/or Edinburgh.

Role:	Regional Development Manager
Location:	Nottingham, Newcastle, Bristol or Manchester
Hours:	Full-time 40 hours per week, 9am - 6pm.
Start date:	ASAP
Salary:	£26,500 to £33,500 pro rata per annum (based on experience)
Application deadline:	9am on Friday 14th January Early applications are encouraged, and we may appoint before the deadline.

About upReach

Do you think that your socio-economic background should determine your career prospects? upReach's vision is of a society in which everybody has an equal opportunity to realise their full career potential. We help young people from less-advantaged backgrounds achieve their career potential by providing an intensive programme of support that addresses socio-economic barriers to graduate employment.

Our work is important because right now a student from a disadvantaged background who gains a first-class degree from a top university is less likely to secure an elite job than a more privileged student with a 2.2.

We are an award-winning charity employer working to address this issue in partnership with employers and universities. Building on the success of the past five years, upReach's current partners include Bank of America, the Civil Service Fast Stream, Slaughter and May,

Accenture, Deloitte, EY, KPMG and PwC. We also partner with universities including Exeter, King's College London, Liverpool, Warwick and Manchester.

This academic year, over 2,700 undergraduates (we call them upReach Associates) will be supported through our unique programme of application support, soft skills workshops, Insight Days, mentoring and professional experience.

To find out more about upReach and how we support our students, visit our [website](#) and read our [Annual Report](#).

Role Responsibilities

- Work with the Head of Strategy, Head of Employer Partnerships and the University Partnerships and Impact Manager to develop and deliver our strategy for tackling regional disadvantage, supporting more students from outside London and the South East.
- Help coordinate opportunities to build relationships with employers close to our regional offices to provide local opportunities for our Associates.
- Build relationships with universities, social mobility organisations and schools that are based close to our regional offices to support student attraction and collaboration.
- Investigate the suitability of other locations in the UK for upReach to build a greater presence, and provide recommendations to the Senior Leadership Team.
- Should suitable locations be agreed, lead on the development and support resourcing of new upReach regional hubs across the UK.

Person Specification

This position would be suited to individuals who are committed to upReach's mission and have an understanding of, and empathy with, the challenges facing those from lower socio-economic backgrounds.

To be successful you should be able to demonstrate a proven track record in building, developing and owning effective long-term relationships with new and existing partners, and in managing stakeholder relationships at all levels of seniority. The ideal candidate will be proactive, resilient and used to managing competing priorities within a varied workload.

They should be flexible and willing to perform varying duties depending on the shifting needs of the charity, and happy to travel around the UK to explore new potential hubs.

Essential Skills/Experience:

1. Experience working in a fast-paced environment and working independently to find solutions to problems.
2. Ability to engage and flex communication style confidently with a variety of stakeholders, such as beneficiaries, upReach partners and all levels of employees across the organisation.
3. Experience working directly with key stakeholders to manage and grow a relationship and/or partnership.
4. Excellent influencing, facilitation and communication skills (both oral and written) and be comfortable preparing and presenting reports and proposals to senior management and external stakeholders.
5. Strong project management and problem solving skills, in addition to superb organisational skills to manage a varied workload.
6. Self-motivation and an ability to work in a small team as well as independently, with a creative and a proactive attitude.
7. At least a Grade 'B' in Maths and English GCSE (if you have extenuating circumstances, let us know)*
8. University degree (2:1 or higher)* in any discipline, or equivalent experience.

* The nature of the role requires a high standard of Maths and English, and the ability to quickly review a large amount of information and identify and communicate key themes clearly. Applicants may demonstrate this through the academic qualifications shown above and/or other relevant experience. As our beneficiaries are all undergraduates, a good understanding of the university experience is essential, although it is not necessary that this was acquired through personally gaining a degree.

Desirable Skills/Experience:

1. Experience identifying and pitching to potential partners
2. Experience within research and the ability to create a business case based on the results of research.
3. Experience working within a charity and/or an operations role.
4. Familiarity with G Suite and Zoom video conferencing software.

Values & Competencies

upReach upholds the following values:

- Perseverance
- Integrity
- Advocacy
- Aspiration
- Proactivity

We are looking for candidates to display the following competencies during the application stages:

- Problem solving and decision making
- Planning and organising
- Collaboration
- Passion and motivation
- Communication skills

Application Process

Please email your CV and a covering letter (in PDF format) to Rochelle Kenyon at HumanResources@upReach.org.uk by 9am on Friday 14th January. In your covering letter, please explain your motivation for applying to this role, and why you are interested in working at upReach, giving further details about your interest and ambitions.

Early applications are encouraged as we may interview and/or appoint before the closing date. If you have any questions about the role or application process, please reach out to Rochelle Kenyon at HumanResources@upReach.org.uk.

Please Note: upReach has a responsibility under the Immigration, Asylum and Nationality Act 2006 to ensure that, **at the time of starting their employment, successful candidates have permission to work in the UK.** Unfortunately, upReach is unable to financially sponsor Visas or work permits.

Equal Opportunities

upReach is an equal opportunities employer and does not discriminate in employment matters on the basis of race, ethnicity, religion, gender, age, disability, social background or any other protected class. We support workplace diversity and believe it creates dynamic and effective organisations. We are working hard to increase diversity in our team and would particularly welcome applications from BAME candidates.



We are committed to making our roles and culture inclusive. We can make reasonable adjustments throughout the application process and on the job. If you have particular needs or requirements, please get in touch using HumanResources@upReach.org.uk.