



Candidate Information Pack

Head of Corporate Partnerships Scotland

Salary: £48,000 - £54,000, depending on experience

Contract: Full-time

Location: Home-based. Candidates should be based within the Central Belt, with regular travel across Scotland, primarily in the Central Belt

Welcome

A message from our Director for Scotland

Thank you for your interest in joining Career Ready. This is a significant time for Career Ready as we work towards our ambition of reaching 1,000 young people across Scotland each year.



Anne Wexelstein
Director for Scotland

We bring employers, educators and young people together to create opportunities for young people who face barriers to social and economic mobility.

For more than 15 years, Career Ready in Scotland has helped young people build the skills, confidence and connections they need for the world of work and their future. We do this through an 18-month programme combining mentoring, workplace experiences and a paid summer internship, made possible by a strong network of employers, their employee volunteers, local authorities, schools and supporters.

Our foundations are strong, and our ambition is clear. By 2030, we want to reach 1,000 young people through our programme in Scotland every year. Achieving that requires us to retain and grow existing support, secure new strategic partnerships and create sustainable sources of income, mentoring and paid internship opportunities for young people.

Together, these partnerships help create a Scotland where more young people can fulfil their potential, employers can make a tangible contribution to opportunity, social mobility and the communities they serve, and success is not determined by background.

As Head of Corporate Partnerships Scotland, you will lead this work. You will turn relationships and opportunities into partnerships with real substance and lasting value. You will personally lead our most significant prospects, enable the wider team to build on strong foundations and deliver even greater impact and ensure employers can see the difference their involvement makes to young people, their organisations and communities.

This is a role for someone who combines commercial instinct and excellent relationship building with genuine commitment to fairer access to opportunity. Someone who enjoys being out in the world, building trust, spotting possibilities, and making things happen. If that sounds like you, we would love to hear from you.

See the impact we make

Read our [2025 Scotland Impact Report](#) and watch this video from the [Black-Rock Foundation](#) to learn about our impact.



About the role

Reports to: Career Ready Director for Scotland

Works closely with: Head of Programme and Operations Scotland; Programme and Partnership Managers; Senior Leadership Team

Key relationships: Employers and funders; Scotland Advisory Board; Local Advisory Boards; Board of Trustees; local and national stakeholders

Role purpose

Build partnerships that open doors for young people across Scotland and create meaningful opportunities for employers to make a lasting difference.

The Head of Corporate Partnerships Scotland is an externally focused leadership role with responsibility for corporate partnership development and income growth across Scotland. You will build a strong pipeline, personally originate and secure significant opportunities, and help existing partnerships grow in breadth, depth and value.

You will also look beyond traditional corporate partnerships, building relationships with organisations that share our ambition to improve outcomes for young people. This could include professional and membership bodies, employer networks, and representative organisations. These relationships will help raise Career Ready's profile, open doors to new opportunities, and strengthen our ability to bring employers, educators and young people together.

You will work alongside the Director for Scotland and the Head of Programme and Operations Scotland, sharing leadership of a geographically dispersed team of Programme and Partnership Managers. Their local knowledge and employer relationships are vital to our success; your role is to provide direction, pace, commercial support and senior relationship leadership.

Career Ready's annual operating costs in Scotland are approximately £1 million. You will make a substantial contribution to securing the sustainable, multi-year support needed to maintain and grow our work.

Success will be measured by the strength and value of the partnerships secured, the sustainability of our income and, ultimately, the number of young people able to benefit.

What you will lead

Corporate partnerships and income growth

- Lead and deliver the corporate partnerships plan for Scotland, with clear accountability for sustainable income and programme growth.
- Build a well-qualified pipeline of regional and national employers and funders, drawing on the insight, networks and relationships of colleagues, board members and supporters.
- Personally originate, shape, negotiate and secure additional significant corporate partnerships, acting as the senior relationship holder.
- Develop partnerships that combine charitable investment with practical programme support, namely mentors, each with a paid summer internship.
- Strengthen and sustain existing partnerships while identifying opportunities for growth where these align with employer priorities and Career Ready's ambitions.
- Shape compelling propositions and oversee high-quality proposals, pitches, grant applications and partnership agreements.
- Spot and develop opportunities for funding and collaboration beyond corporate partnerships, including trusts, foundations and other grant-making bodies, working with colleagues to shape strong cases for support and secure investment that contributes to Career Ready's growth and sustainability.
- Maintain clear pipeline visibility and credible income forecasting through accurate, timely use of Salesforce and SharePoint.

External influence and profile

- Be a visible and credible senior ambassador for Career Ready, building relationships with employers, funders and influential stakeholders across Scotland.
- Use judgement and curiosity to understand what matters to prospective partners, identify shared priorities and turn interest into action.
- Strengthen Career Ready's position within Scotland's employer, skills, education and economic development landscape.
- Work with the Director for Scotland and Communications colleagues to shape how Career Ready is understood by employers and stakeholders, ensuring our communications are informed by the realities of delivery and the experiences of young people and partners.
- Build on partnerships developed in Scotland to create opportunities across England, making the most of relationships with employers operating across the UK.
- Work with regional Local Advisory Boards to extend employer engagement, influence and partnership growth.
- Maintain a practical understanding of relevant Scottish Government priorities and identify where Career Ready can contribute evidence, insight and solutions.

Leadership and organisational contribution

- Alongside the Head of Programme and Operations Scotland, provide clear, supportive leadership to the Programme and Partnership Management team, ensuring colleagues have the support, challenge and guidance needed to deliver against our ambitions.
- Help maintain a culture of accountability, collaboration and delivery, ensuring activity is focused on achieving meaningful results for young people and partners underpinned by our values that support our success.
- Balance strategic leadership with personal delivery, staying close to the relationships and opportunities that matter most.
- Use data, evidence and informed judgement to guide decisions, strengthen performance and demonstrate the case for investment.
- Prepare clear, high-quality updates and reports for funders, the Scotland Advisory Board, trustees and senior colleagues.
- Bring sound judgement, commercial awareness, constructive challenge and a collaborative, hands-on approach to your work.

The person we are looking for

You will be commercially astute and comfortable discussing income, growth and performance, and you will also understand that Career Ready's strongest partnerships are built through trust, shared purpose and a long-term commitment to expanding opportunity for young people.

You will be an accomplished partnership or business development leader who knows how to move from a promising conversation to a committed, valuable relationship. You will bring commercial credibility, strong judgement and the confidence to work with senior decision-makers, alongside a clear belief in Career Ready's purpose.

You may come from the private, public or charity sector. What matters is your track record, your understanding of what creates value for employers and your ability to translate that into opportunities for young people.

Essential experience and skills

- A strong track record of securing significant income, partnerships or delivery model growth through relationship-building, opportunity spotting, influence and the creation of shared value.
- Experience of developing and securing complex, multi-year partnerships that bring together the interests of employers, communities and young people.
- The ability to build and sustain trusted relationships with senior leaders, translating credibility, networks and insight into long-term partnerships and tangible outcomes.
- Strong commercial awareness combined with a genuine understanding of how purpose-led partnerships are developed, nurtured and sustained.
- An understanding of the priorities that motivate employers, including people and culture, early careers, social impact, diversity and inclusion, community investment and business performance.
- The confidence and judgement to engage effectively with boards, senior executives and trustees, using evidence, credibility and influence to build commitment.
- A genuine belief in Career Ready's mission and an appreciation that the strongest partnerships are built on mutual benefit, shared purpose and a long-term commitment to expanding opportunity for young people.
- The ability to lead, support and achieve results through a geographically dispersed team, while taking personal accountability for delivery.
- Outstanding communication, presentation and relationship-building skills, with the ability to listen well, build trust and make a compelling case.

- Strong analytical and planning skills, including disciplined pipeline management, forecasting and use of evidence.
- Resilience, patience and perseverance, recognising that significant partnerships are built through sustained, thoughtful engagement.
- Confident use of CRM and Microsoft 365 tools, with a commitment to accurate and timely information.
- The judgement, confidence and self-direction to work effectively in a home-based organisation and represent Career Ready externally.

Desirable

- Knowledge of Scotland's employer, education, skills, employability or economic development landscape.
- Experience of working with government, local authorities or other public bodies to unlock partnerships or funding opportunities.
- Confidence using LinkedIn and other digital channels to build relationships, extend reach and support partnership development.

How you will work

- Externally focused: you build your understanding and relationships beyond the organisation and bring opportunities back in.
- Commercial and purposeful: you understand what partners need and create value without losing sight of our mission.
- Warm and credible: you connect easily with people, listen carefully and build trust without over-selling.
- Ambitious and practical: you see what is possible, then do the work needed to make it real.
- Clear and accountable: you communicate directly, set expectations, and take responsibility for results.
- Collaborative and decisive: you involve others, value their expertise, and are willing to make decisions when needed.

Practical information

Start date, hours and flexibility

This full-time role will begin in January 2027 and can offer some flexibility in working hours.

Occasional early starts, evening events and periods of increased activity are part of the role. We recognise that flexibility works both ways and support colleagues to balance their hours accordingly.

Location and travel

Career Ready is a remote, home-based organisation. Regular travel is required for meetings and events across Scotland, most often within the Central Belt but occasionally further afield. Candidates should be based within the Central Belt and able to travel as needed. Access to reliable transport is essential, although public transport is encouraged wherever practical.

You will be comfortable working independently day to day while remaining connected to a geographically dispersed team. We come together in person three or four times a year for team meetings, with additional opportunities to meet and collaborate throughout the year.

Disclosure

This post is subject to membership of Disclosure Scotland's Protecting Vulnerable Groups (PVG) Scheme for work with children.

How to apply

Please submit your CV and a cover letter to Kelly Canham, Head of People & Culture: **kelly.canham@careerready.org.uk**

We're interested in more than a list of achievements. In your covering letter, tell us what draws you to Career Ready, what excites you about this opportunity, and how you would build on the strong partnerships, reputation and income base we have already established. Please include details on current salary and notice period.

If you'd like an informal conversation before applying, please contact Kelly at the email address above.

We review applications as they are received and encourage early applications.

Working at Career Ready

Our benefits

Nurturing and rewarding talent is important to us. We offer the following benefits to all team members:

- 6% pension contribution to personal pension plan, subject to 3% employee contribution
- Annual leave: 27 days per annum plus bank/public holidays. The charity is also closed between Christmas and New Year. Career Ready allows flexible use of some Bank and Public Holidays
- Cycle to Work Scheme
- Access to our Reward Gateway Portal and an Employee Assistance Programme
- Flexible working
- Work from home allowance and paid travel expenses

Meet the team

Watch the video for a glimpse at what it's like to work at Career Ready.



Our values

Our values represent the core beliefs we hold as an organisation. They show how we work, and what we stand for at Career Ready.



Trust

We believe in our own, and others', ability to do our jobs well.



Empowerment

We feel confident and supported enough at work to take ownership of our role within the organisation.



Bravery

We face challenges with openness, honesty and positivity.



Collaboration

We work with colleagues across the organisation to achieve our goals.



Inclusion

We create an environment where everyone feels seen, valued and championed.



Our programme

Programme launch

Students attend launch event while in S5 and meet their mentor for the first time



Mentoring

Monthly (60-90 minute) mentor meetings at the mentor's workplace



Internship

A four-week paid internship in June-July. Research shows that four weeks has a life-changing impact



Masterclasses

Skills sessions delivered by volunteers at key points in the programme



Insights topics

Resources for young people and their mentor to work through together



Enabled
by our
employer
partners

Alumni Network

Sustained support for young people when they graduate from the programme



Our impact in Scotland

Our year in numbers:



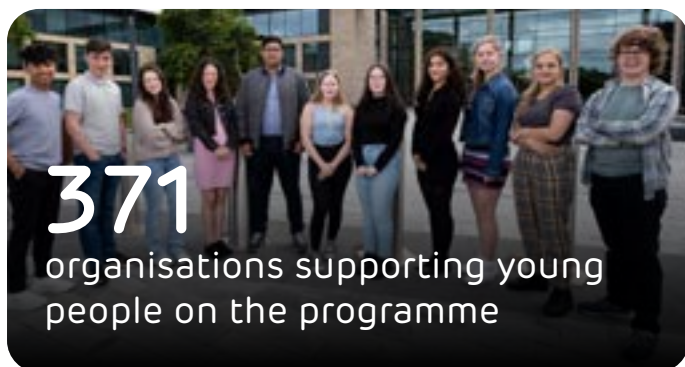
1,603

in S5/S6 or onward destination on our programme, with a mentor and paid internship at the same organisation



160

schools in 19 local authorities across Scotland



371

organisations supporting young people on the programme



£1.2 million

employer investment in young people's skills through paid internship salaries

Read our [2025 Scotland Impact Report](#) and our [2025 Impact Report](#) to learn more.



99% of 2025 alumni are in a positive destination of higher or further education, work or an apprenticeship 12 months after the programme



93% of 2026 alumni say they now have a good network of people who can help them find a job



97%* of alumni who completed the programme between 2018-2025 are in sustained positive destinations, as of October 2026



92% 2026 alumni rated their work and career readiness skills a strength by the end of the programme



88% of 2026 programme alumni feel more confident than they did before they started the programme



84% of employers would hire their Career Ready student if they had the opportunity



90% of summer 2026 interns feel better able to make informed career decisions as a result of their internship



£1.2m employer investment in young people's skills through paid internships, summer 2026

*Excludes young people categorised as unavailable for employment or education



We look forward to hearing from you.

For more information, please visit
careerready.org.uk/scotland

Career Ready is a Registered Charity in England and Wales 1092891 and in Scotland SC043678

