

## **Regional Engagement Manager**

### **Tomorrow's Engineers Employer Network**

#### **Introduction**

The Tomorrow's Engineers Employer Network supports local employers with their school engagement activities by adopting a strategic approach to develop and drive impactful, targeted outreach to schools. The Employer Network complements the wider Tomorrow's Engineers programme.

Tomorrow's Engineers is aimed at the engineering community and is coordinated by EngineeringUK, an independent, not-for-profit organisation whose purpose is to inspire tomorrow's engineers.

Our vision is that the UK should be a place where the value of engineering is understood and appreciated and where the career opportunities for individuals within engineering are evident whether he/she is still at school or preparing to re-skill in later life.

Our goal is to improve the supply of engineers from the education system by:

- inspiring school-age children about opportunities involving science, engineering technology and maths;
- encouraging subject choices that maintain the option of a career in engineering and technology;
- encouraging more children to pursue a career in engineering;
- and improving the perception of engineers and engineering.

This goal will be achieved by direct engagement with children and via the key influencers of children.

Our other major programme is the Big Bang UK Young Scientists & Engineers Fair, the largest celebration of science, technology, engineering and maths (STEM) for young people in the UK. EngineeringUK also produces an annual publication, 'The State of Engineering' which is widely regarded as the 'go to' reference for engineering labour market information in the UK.

#### **About the role**

The Tomorrow's Engineers Employer Network has been operational for the past three years and there are currently ten Employer Support Managers (ESMs) in post across nine geographical areas, with an expectation that further posts will be required. The ESM team are a mix of directly employed colleagues and posts contracted through partner organisations.

Reporting to the Tomorrow's Engineers Programme Director and working closely with our existing Regional Engagement Manager, you will lead a team of ESMs based across the United Kingdom. You will be responsible for leading your team and increasing the reach of the Tomorrow's Engineers Programme. This will involve sourcing potential new employers and working with our existing network. You will work closely with other colleagues engaged in Tomorrow's Engineers activity, and more widely with the EngineeringUK's Business & Industry team to build knowledge of industry

contacts and with our Communications team to develop a communications strategy to reach the employer audience.

The activities within the role will be:

- Leading, managing performance and developing a team of seven directly employed Employer Support Managers across the UK.
- Ensuring that your team builds local and national networks to support and improve the impact of the programme.
- Linking with the national Employer Support team to ensure knowledge and best practice is shared across the employer programme.
- Ensuring that inclusion and diversity messaging underpins all activities.
- Reviewing the Employer sign up targets and progression on a monthly basis for each Employer Support Manager - with a view to increasing schools engagements and subsequent data capture.
- Monitoring, reviewing and providing feedback on good practice through (ESM) team meetings and best practice fora.
- Providing input to the Salesforce/Schools Database Working Group to ensure the development of these meet the needs of the Tomorrow's Engineers Programme.
- Agreeing a communications plan and strategy as part of the Tomorrow's Engineers Communications Group to ensure communications channels and content meet the needs of the programme.
- Seeking out local networks, new opportunities and making connections.
- Supporting the Programme Director in the strategic development of the Tomorrow's Engineers programme.
- Within the Tomorrow's Engineers team work closely with the existing Regional Engagement Manager and the Head of Product Development to ensure coherent programme delivery.
- Collaborate with the Business and Industry Team to build strong internal relationships and cohesive employer engagement and with Communications team to develop a communications strategy to reach the employer audience.
- Undertaking other tasks or duties as directed and required by the Tomorrow's Engineers Programme Director

## The Person

### *Essential*

- Strong leadership skills and ability to monitor, review and feedback on ESM performance to ensure the area targets for the programme are achieved.
- Experience of building and maintaining strong, collaborative relationships with employers, local government departments and delivery partners
- Results driven and able to drive business performance through setting structured, clear and rigorous goals and performance management and leadership of the team.
- Experience of leading, managing and developing a field based team, and ability to drive regional teamwork and enable synergies.
- Proven ability to develop, recommend and implement sales and engagement strategies
- Excellent analytical, communication and presentation skills.
- Ability to work in an environment which requires flexibility and adaptability.

- Excellent team player – not only with immediate team but across EngineeringUK and our stakeholders– willing to work across boundaries and able to respond to rapidly changing demands positively
- Experience of stakeholder management/relations
- Energetic, resilient and resourceful
- Good time management, with flexibility to respond positively to short notice changes in work schedule.
- Project Management skills with the ability to manage deliverables from matrixed team members
- Ability to fully engage with EngineeringUK values and be committed to achieving the organisation's goals

#### *Desirable*

- Experience of working in not for profit and education sectors
- A good network and understanding of local educational bodies, and employers committees and forums
- Educated to a degree level or equivalent
- A full UK driving license

#### *Success Criteria*

- Support for ESM's in various geographical locations
- Increase in: employer sign up for the Tomorrow's Engineers Programme; employer maturity levels; desirability of a career in engineering and the number of employers using the Tomorrow's Engineers online evaluation
- Increase in the reach the employers have with schools and the quality of the interventions
- Tomorrow's Engineers increasingly seen as 'go to' place for engineering activities and careers interventions
- Partnership working with local employers and networks
- Working effectively with other colleagues and stakeholders.
- Production of reliable robust accurate briefings, summaries and reports.
- Tomorrow's Engineers Schools Database outreach data captured.