**Role Profile**

**Employer Support Manager (ESM) – South West**

**Salary: c. £35,000, dependent on experience**

**Overview**

The recommendations in the Engineering UK, 2018 State of Engineering Report, highlight the need to significantly grow the number of young people entering the profession. An update to the 2013 Perkins review also called for employers to become better connected to schools. As a result, the engineering community has joined in partnership to develop a national engagement programme for 5 - 19 year olds in schools and in so doing connect local groups of STEM organisations with them.

EngineeringUK’s programmes support employers’ school engagement activities at a local level and assist in the further development of their education programmes. This provides employers with the knowledge and tools needed to build efficient and effective relationships with schools to help them meet future skills demand.

**Programme Objective**

By facilitating and growing greater local engagement for every employer of engineers, together with

local support, shared best practice and tools to assist their employees, we aspire to be the leading school engagement programme that will deliver the next generation of engineers.

The aim of the Employer Support Team is to ‘Increase the number of employers, engaging more effectively, with young people to inspire the next generation of engineer and build the future talent pipeline’ by ensuring employers are equipped to deliver impact driven activity to young people.

**Driving the activity locally**

The Employer Support Manager will be the face/representative of EngineeringUK in the South Western Region of England. The role of the Employer Support Manager is to increase EngineeringUK’s membership to inspire tomorrow’s engineers and increase the talent pipeline locally. Working with employers already committed to school engagement activities, who are already working with 5 + schools (or have the capacity to do so), through a step by step programme that will enhance their existing activities and further increase their reach, helping to improve their return on investment by enhancing the impact of their activities. This will be done through the use of best practice guides, knowledge sharing and evaluation tools. Working collaboratively with the STEM community, Local Enterprise Partnerships, Career & Enterprise programme and other active organisations, to facilitate school relationships. In their first year, the ESM will aim to build a paying membership network of at least 25 medium to large employers who actively and regularly engage with schools.

After engaging the medium and large Employers, the ESM will target smaller active employers, via hubs, to increase the scope and scale of the programme. Where possible linking employers with each other so that, centres of activity and employer communities are formed.

**Role of the Employer Support Manager**

The Employer Support Manager will be responsible for Membership Growth across a specified geographic territory. They will develop and manage relationships on behalf of EngineerUK and the wider STEM Community.

The Employer Support Manager will work with companies to identify and understand the challenges around talent generation, recruitment and CSR. They will build packages of support that meet the needs of the client.

As part of a UK-wide team, the Employer Support Manager South Western Region will build local and national membership networks that support and improve the visibility of and connections to existing initiatives and schemes. Linking with the national Employer Support team to ensure learning, knowledge and best practice is shared across the employer programme. The Employer Support Manager will encourage new companies to join the EUK Membership.

**Diversity**

The successful candidate will work with employers to ensure their activities, materials and attitudes are inclusive. Our next generation of engineers will need to bring diverse perspectives, work experiences, lifestyles and culture and the Employer Support Manager will be required to use language and inclusive behaviours that encourage Employers to focus positively on diversity.

**Key responsibilities are likely to include:**

* Establishing, facilitating and maintaining a Membership network to engage with local schools across [insert specified area] as part of our national programme.
* To lead the regional membership network and drive a change in school engagement culture
* Increasing the reach and improving the overall quality of learner engagements
* Working collaboratively with the local STEM community, skills boards, LEPs and local authorities to establish a knowledge hub where effective practice, resources and information can be shared across the Programme.
* Identifying opportunities for further growth, collaboration, knowledge-sharing and programme development to support the overall achievement of programme objectives.
* Encourage the use of EngineeringUK’s branded Tomorrow’s Engineers Careers Resources
* To increase the desirability of a career in engineering
* To increase revenues through Membership growth
* Manage the EUK relationship across all products and services
* To grow revenue opportunities for EUK and the STEM community

**Employer Support Manager Role - Person Specification**

**Experience**

|  |  |
| --- | --- |
| Essential | Desirable |
| * B2B environment
* Business Development
* Portfolio solutions
* Relationship development and management at all levels
* Building networks
* Presenting
* Pipeline building
* Influencing the buyer
 | * STEM sector knowledge
* Worked within an ISO compliant organisation
* Existing relationships
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**Knowledge**

|  |  |
| --- | --- |
| Essential | Desirable |
| * Education Sector
* STEM Landscape
 | * Social media techniques
* Salesforce
* Effective school engagement practices
* Careers strategy
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 **Skills**

|  |  |
| --- | --- |
| Essential | Desirable |
| * Ability to build strategic relationships
* See the wider perspective
* Articulate
* IT literate
* CRM systems and databases
* Team working
* Self-motivated
* Influential
* Consultative
* Solutions driven
 | * Marketing
* Compiling and writing reports
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**Qualifications**

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| --- | --- |
| Essential | Desirable |
| * Degree or equivalent
* Full UK Driving Licence
 | * Appropriate qualification in sales and marketing
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**Applying for this role**

Please send a CV and statement in support your application (detailing how you fulfil the key criteria for the role) by email to HR@engineeringuk.com, quoting the job title in the subject of your email. Your personal statement should include a short paragraph on each of the criteria listed in the Person Specification to show why you would be a suitable candidate for this role**.** The deadline for applications is **12th Oct 2018, 23:59.**

**Interviews**

Applications will be assessed against the requirements for the post as set out in the Role Profile and Person Specification. We aim to notify candidates who have been shortlisted by 18th Oct 18. If you have not heard from us by this date, please assume that you have not been successful.

First interviews will be held during w/c 15 Oct 18 and w/c 22 Oct 18