



# CANDIDATE PACK FOR DIRECTOR OF FUNDING AND PARTNERSHIPS



# WELCOME

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The Engineering Construction Industry Training Board (ECITB) is the employer-led skills body for the Engineering Construction Industry in Great Britain. We invest around £30 million every year to enhance skills across the engineering construction industry, support growth through workforce training, and tackle labour shortages and skills gaps, making a huge contribution to productivity and skills in the UK.



The ECITB's levy and grant system is used to drive up skill levels and fund training that would otherwise not take place, and we work with the education sector, employers and training providers to attract, develop and qualify the engineering construction workforce in a wide range of craft, technical and professional disciplines. We design and award a wide range of qualifications, covering craft, technical and managerial disciplines. We are also responsible for developing and maintaining National Occupational Standards for the industry, which form the basis of our Training Standards, Vocational Qualifications, Technical Tests and Licensed Programmes, delivered by our approved network.

This is an exciting time to join ECITB, as we focus on building partnerships, creating more regional skills hubs and growing the value and impact of our work to accelerate UK productivity and growth. Our new Director of Funding and Partnerships will focus on developing relationships within industry and the training and skills ecosystem, work closely with other Directors to help manage our funding strategy and create opportunities to maximise the impact we have across all our responsibilities. This role sits at the heart of the Senior Leadership Team, and with a new strategy to be developed for the next three to five years, will enable our organisation to bring all its power in addressing the UK's significant skills shortage.

You will be ambitious, commercially and entrepreneurially astute, bring financial acumen and be a strategic thinker. Candidates will need excellent interpersonal skills and a high level of emotional intelligence and have experience in building and sustaining partnerships with a breadth of stakeholders. Bringing a collaborative approach, you will work closely and collegiately with our talented Director team and the rest of our committed staff. This is a really exciting and important opportunity to join our unique team at a crucial time for our industry and our country, into the future.

If you believe you have the skills, qualities and attributes we are seeking, we would be very pleased to hear from you.

**Andrew Hockey, Chief Executive**  
**Engineering Construction Industry Training Board**



# ABOUT US

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The Engineering Construction Industry Training Board (ECITB) is the employer-led skills, standards and qualifications body for the development of the engineering construction workforce of Great Britain. An arms-length body of the UK Government, the ECITB reports to the Department for Education. Our vision is a trailblazing Engineering Construction Industry where critical infrastructure, energy security and net zero ambitions are achieved.

The engineering construction industry (ECI) is the cornerstone of Britain's energy and process industries. ECI companies design, engineer, construct, maintain and decommission some of the biggest infrastructure projects in the country and overseas – and they will be central to delivering net zero.

Engineering construction operates across the oil and gas, nuclear and renewables sectors, as well as major process industries, such as chemicals, pharmaceuticals, food processing, water and waste treatment.

## WHAT ARE THE CORE VALUES OF THE ECITB?

### Knowledgeable

- We aspire to be a learning organisation: always building our knowledge and spreading learning through industry.

### Collaborative

- We strive to listen and work as a team to achieve the best results.

### Proactive

- We pro-actively seek out and respond to opportunities to address our industry's training needs.

### Respectful

- We foster an inclusive environment where everyone's view is respected, and we are professional, courteous, and kind

## HOW IS THE ECITB FUNDED?

The ECITB is funded by the industries we serve by way of a statutory training levy. Levy money supports employers to train and upskill their workforce to industry standards. This approach encourages training throughout the industry, with all employers (over a certain size) paying levy and all (irrespective of size) eligible to receive grant for training undertaken. The levy and grant system also means the cost of training is shared more evenly between employers.

## ECITB STRATEGY 2023-2025

The ECITB's strategy, Leading Industry Learning, will support growth in the engineering construction industry and pledges more than £87m to support workforce training and tackle labour shortages and skills gaps over the three-year period.

## ECITB SKILLS STRATEGY, LEADING INDUSTRY LEARNING, SUPPORTS INDUSTRY GROWTH

Published by the employer-led Board of the ECITB, the strategy sets out a three-year plan, from 2023-25, to help bring talented new entrants with foundation skills into industry as well as support ongoing training and the reskilling of workers moving from other sectors.

Developed following extensive consultation with industry, training providers and UK, Scottish and Welsh governments, the strategy builds on measures enacted by the ECITB to secure skills during the pandemic. The focus now is on supporting growth by helping to address industry recruitment and retention challenges, as employers look to expand the workforce to deliver a growing number of projects earmarked on the horizon.

## THE PRIORITIES IDENTIFIED BY THE ECITB AIM TO HELP INDUSTRY TACKLE A LOOMING WORKFORCE AND SKILLS CRISIS.

The ECITB forecasts 40,000 additional workers are needed for major projects, including those related to net zero, by 2028, placing employers in direct competition for labour from £650bn of infrastructure projects in the wider UK economy. The UK Government's Energy Security Strategy has upped the stakes further, placing greater pressure on industry and the engineering construction supply chain to expand to meet new energy generating capacity targets.

# JOB DESCRIPTION

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**Job title:** Director of Funding and Partnerships

**Reports to:** CEO

**Direct reports:** 3 (TBC)

## ROLE PURPOSE

- To oversee all monies received into the ECITB through levy, commercialisation of our products and strategic partnerships.
- Leveraging opportunities for funding with strategic partners.
- To develop and manage the ECITB funding strategy working closely with the rest of SLT and paying close consideration to the legislation and what is permissible.
- Diversifying funding into the organisation.

## BUSINESS OUTCOMES

To be successful in this role the candidate must lead the team on:

- Finding ways to increase funding
- Acting as an ambassador for the ECITB
- Taking ownership of all funding initiatives
- Providing guidance and best practices on funding to the organisation

## KEY RESPONSIBILITIES

- Develop the funding strategy focused on growth and supporting to meet our 3-year plan
- Increase and diversify our revenue streams
- Establish a pipeline of funders and identify new sources of funding in the corporate sector, developing our existing partnerships and embedding a partnership framework to support ongoing funding
- Working with the Comms Team to develop an engagement plan for corporates
- Understanding the complexity of our work and presenting the ECITB at events and meetings
- Working closely with the Board managing a portfolio of relationships with key stakeholders, key senior level supporters and their contacts
- Supporting the Head of Commercial in the leadership of the UK and International Commercial teams and responsibility for developing and delivering ECITB's commercial sales strategy in accordance with the government mandate
- Supporting the Head of Levy in the leadership of the Levy team, and working with the Director or Legal & Governance to ensure the ECITB's compliance with relevant laws, procedures and guidelines relating to the industrial training levy
- Contribute to broad organisational leadership and strategic development as a member of the Senior Leadership Team
- Other responsibilities as may reasonably be assigned to you

## ROLE PARAMETERS

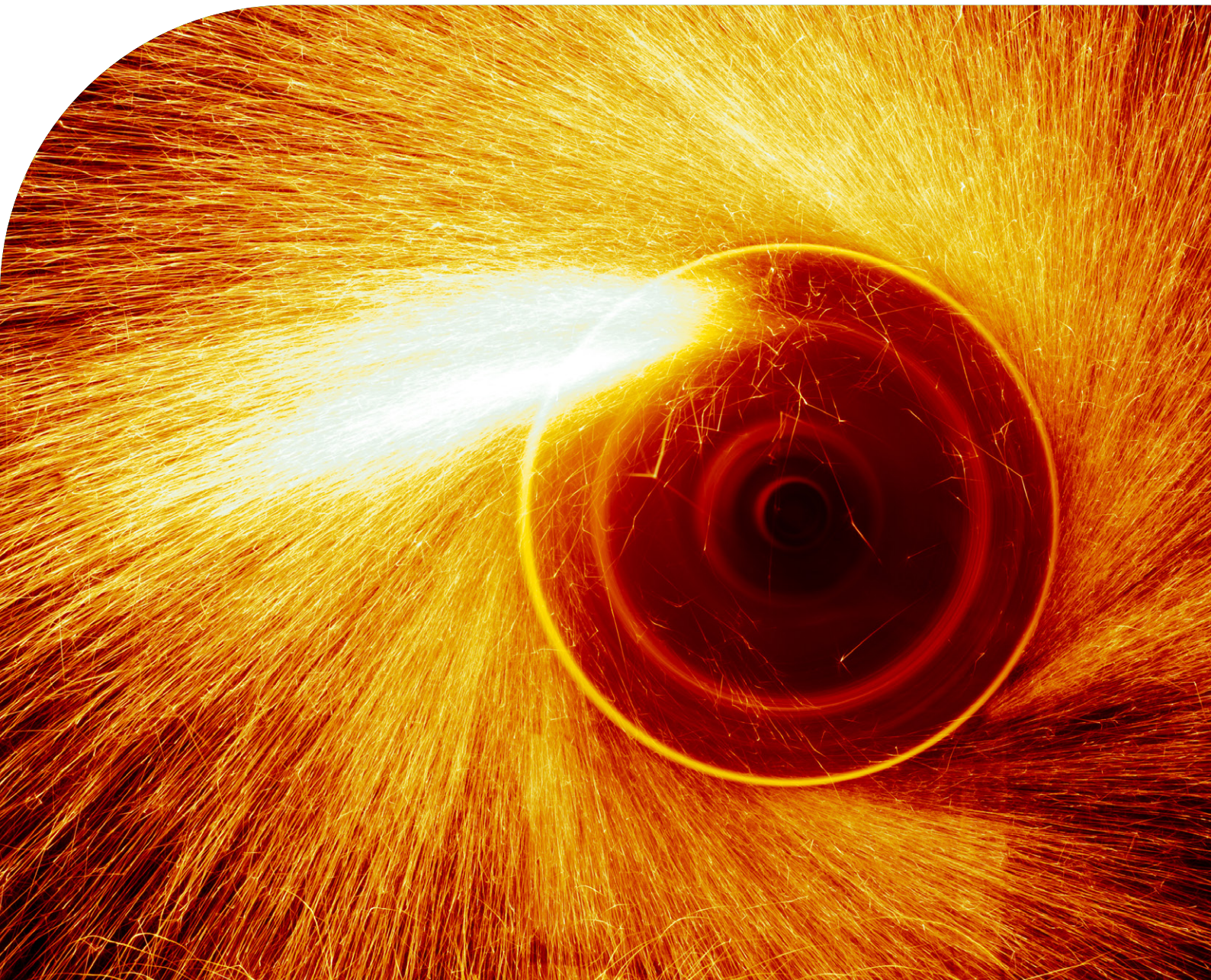
- Line management responsibility for the Head of Levy, Head of Commercial and the partnering support (once hired)
- Regular travel attending meetings and events
- Home-based
- This role requires a Basic DBS check to be made before employment

# PERSON SPECIFICATION

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## EXPERIENCE & QUALIFICATIONS

- A strong track record of raising funds through a range of income streams, including major donors, grants, trusts, and corporate partnerships.
- A proven track record of securing new business and expanding existing relationships
- Experience creating pitches and presenting to corporate prospects
- Ideally an understanding of the ECI industry
- A good understanding of the importance that CSR and/or social value plays in the marketing strategy of major brands and/or corporations
- Excellent leadership skills
- Excellent negotiation and relationship-building skills
- Ability to influence
- Proven experience of developing and managing complex and nuanced relationships with stakeholders.



# TERMS OF APPOINTMENT

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## SALARY

The salary for this role is £90,000 per annum on a full-time permanent basis with a car allowance of £7,965

## LOCATION

Fully remote role (25% travel). SLT meet weekly with a face-to-face meeting once a month in Central London.

## ROLE ENVIRONMENT

- All IT equipment provided: laptop, monitor, mobile phone. For home-based employees, you need a good broadband service (min 38mbps) and a dedicated work area.

## OTHER BENEFITS

- 25 days holiday per year of which 3 days are reserved to be taken between Christmas and 31 Dec, rising to 30 days (keep 3 back for Christmas) during first 5 years' service. Bank holidays are in addition.
- Contributory Defined Contribution pension scheme. Employee contributions range from 4.5% to 8.5% of salary. These are matched by the ECITB. The pension scheme is operated via salary sacrifice and where employees participate via salary sacrifice, there is an additional 1% company contribution paid.
- Employee benefits portal which houses Cycle to Work scheme, Employee Assistance Programme, Electric car lease scheme, Cash-back health scheme, retail, and leisure discounts.
- Enhanced generous maternity pay for up to 26 weeks (no service requirement).
- Paternity pay at full pay for up to 4 weeks (no service requirement).
- Home office set up fund up to £310 is available in first 3 months of service for home-based employees for desk, chair, light.
- Mental Health First Aiders.
- Appraisal and development scheme.
- Salary review in April each year.
- Buy and sell holiday scheme.



# HOW TO APPLY

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We hope you will consider making an application. To make an application, please go to <https://starfishsearch.com/jobs/dir-fun-part-ecitb/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

**Closing date:** 31st January 2025

**Preliminary interviews:** w/c Monday 10th February 2025 and early w/c 17th February 2025

**Final Panel interviews:** w/c Monday 24th February 2025

