

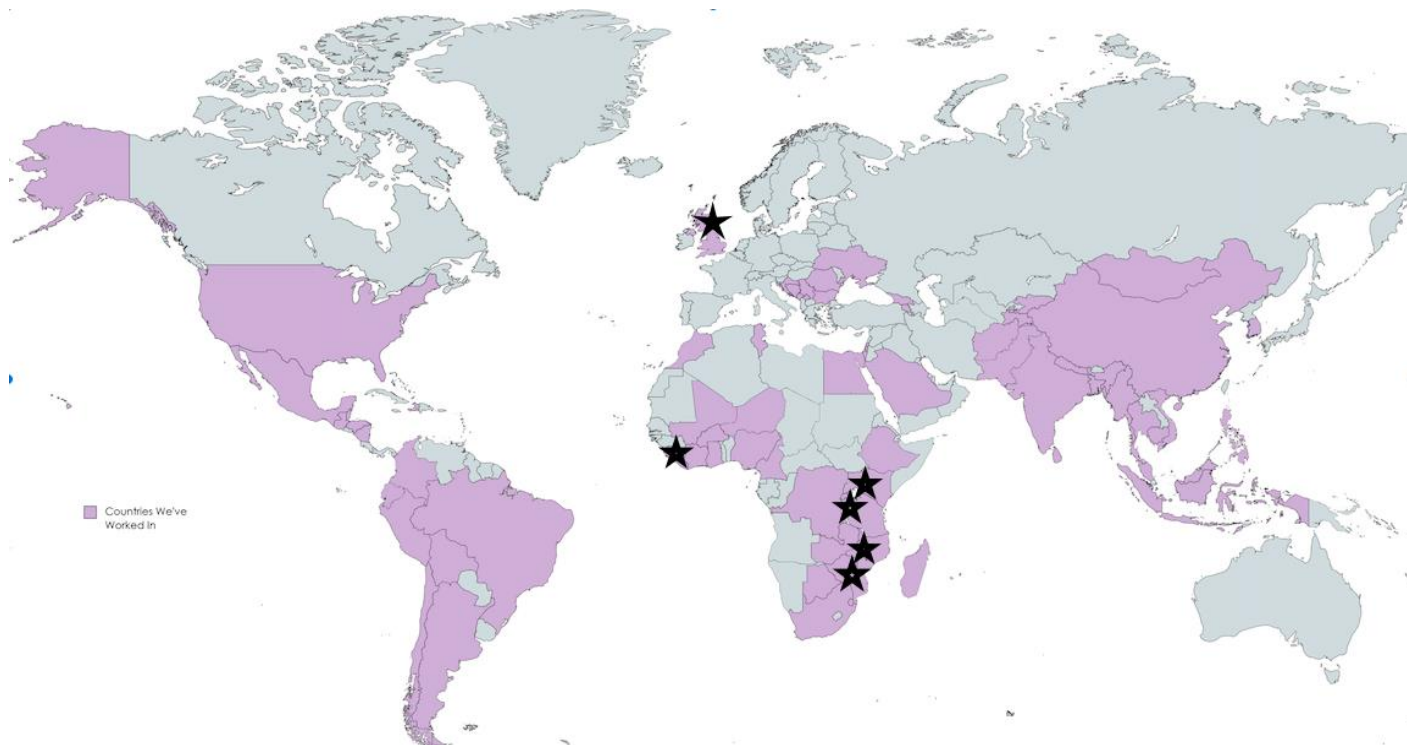
**Challenges
Group**



Recruitment Pack

**Business Development
Manager**

All about us



We are an international enterprise development organisation that delivers enterprising solutions to global challenges

We operate globally and have offices in six countries: Ghana, Malawi, Rwanda, Uganda, the UK, and Zambia

Our Approach

We have had the privilege of partnering with enterprise ecosystem support organisations across 78 countries.

Through working directly onsite with over 5,000 individual enterprises, our approach to enterprise support is rooted in tried and tested methodologies and our culture, then refined by 25 years of application. An innovative mindset

underpins everything we do at Challenges Group. From our experience, we believe that real performance improvement is unlocked when there is an understanding of the business model and its delivery, the people, and the ecosystem. Then, to add value, Challenges Group must bring an innovation mindset to plan and support transformation.

Our History

We have been operating globally for 25 years across four continents

Since 1999, we have provided over 200,000 onsite consulting days, delivered £30 million in debt and equity financing, and supported more than 4,000 social businesses in 78 countries.

Our 3 Pillars

1. There for the Journey

To support any enterprise with what it needs, when it needs it, we have developed and delivered a suite of tools and methods to support enterprise from idea to investment. So, rather than having a single programme model, or one-to-many service offering, we have a full-service one-to-one offering – we give enterprises the bespoke support they need at whatever stage they are.

2. A 3-Dimensional Understanding

To design and deliver the correct support to any enterprise, we take a holistic approach. We assess where the intervention is most needed (the enterprise itself, its people, or its ecosystem) depending on their present situation or future opportunity. The results are a multi-faceted enterprise improvement approach, with changes to all 3-dimensions reinforcing each other to ensure sustainable change.

3. Innovation Mindset

For us, innovation means the practical implementation of ideas that result in enterprise improvement – not invention. We help deliver incremental gains by working with enterprises to adapt ideas and models and apply them in new contexts to maximise impact. We use enterprise experts who have lived experience supporting often hundreds of individual enterprises in emerging economies, to verify the efficacy of business models, and to use adapted design thinking approaches as a launchpad for innovations for specific problems in specific contexts.

Our Values

WE'RE DRIVEN BY IMPACT.

We are passionate about creating sustainable impact. We want to support enterprises so that they're better able to tackle big global challenges.

WE LOVE TO COLLABORATE

We think the best solutions arrive when we collaborate – with colleagues, with enterprises, and with partners. Collaboration brings new ideas and different perspectives, which means better solutions.

WE FIND A WAY

We love problem solving. We interrogate an issue. We will understand the wider context and explore all possible options, and often bring solutions that weren't immediately obvious.

WE THRIVE ON INNOVATION

For us, innovation is a state of mind, not just a tool. We are inherently curious and we challenge existing approaches; adapting ideas and models to apply them in new contexts allows us to maximise impact.



Learning and Leadership

The Challenges Group has over 15 years' experience designing and delivering work-readiness and professional skills development programmes across the UK and overseas to a range of groups (such as unemployed youth, returnee migrants, women returners, and up to senior level managers), often in collaboration with the Chartered Management Institute (CMI). Partnering with governments, international organisations, NGOs, Foundations and private sector partners, we have put thousands of people through work-related skills training, increasing their personal and organizational effectiveness.

In Scotland, our training activities comprise:

- **Employability skills training:** supporting individuals to return to or advance in meaningful employment, eg. following a career break. Our flagship programme is the award-winning Making Work Work.
- **Entrepreneurship training:** supporting individuals to ideate, start and grow their social ventures through training and mentoring support.
- **Professional and organisational development:** enabling individuals to advance their careers and organisations to professionalise and accredit their management capabilities through learning and development.
- **CMI recognised and accredited training:** supporting learners to gain recognition of their learning and skills, including through qualifications and Chartered Manager Status.



Business Development Manager

Contract

30-37.5 hours per week, permanent (3 months probation).

We're open to considering flexible or part time arrangements.

Location

Edinburgh (hybrid, flexible)

Salary

£30,000 to £34,000, pro-rata, DOE

How to apply

Send your CV plus a cover letter to:
training@thechallengesgroup.com

If you'd like an informal chat about the role with our Business Development Director or COO, please contact:
shaun.mclaughlin@thechallengesgroup.com

Closing date: Monday 22 July, 23:59

Selection Process

Interviews are planned to take place in early August 2024.

Equity, Diversity & Inclusion

Challenges Group welcomes applicants from all backgrounds. We are dedicated to greater diversity and inclusion within our own organisation and strive to provide equal opportunities to people of all races, ethnicities, religions, genders, sexual orientations, gender identifications and abilities.

Employment eligibility

To be considered for this role applicants must have the right to live and work in the UK.

Job Description

About the role

The Challenges Group is a long-standing provider of management and leadership training to a range of audiences globally, including through our strategic partnership with the Chartered Management Institute. We are seeking a Business Development Manager for our Scotland-based Learning & Leadership team. The Learning & Leadership team are responsible for facilitating a range of training delivery to a number of key client groups in Scotland, either within training programmes (such as the award-winning Making WorkWork) or as a B2B training offer.

The Business Development Manager will work closely with the Business Development Director and the Senior Manager, Learning & Leadership. There may be opportunities to support other areas of Challenges work on finding enterprising solutions to global challenges, particularly around improving employability and skills and growing businesses in Scotland and in emerging economies.

The successful candidate will be expected to work flexibly in a hybrid pattern based out of the Challenges office in Edinburgh, where we are co-located with a number of social enterprises and social enterprise support agencies. It is a vibrant, dynamic working environment within the My Edinburgh ecosystem dedicated to social change. Some travel, for example to meet clients and develop business relationships, will be required. Challenges works according to an outputs-focused, flexible working model and the successful candidate will be expected to manage their time in accordance with their responsibilities, workload and non-work commitments in a way which supports team collaboration and achievement of common objectives.

Roles & Responsibilities

- 1. Building well-managed and resilient Third Sector and purpose-led organisations in Scotland**
 - o Work with our partners, including the Chartered Management Institute, to sell our training offer into impact-driven enterprises in Scotland.
 - o As well as leading on the existing partnership with SCVO for the training of third sector leaders in management and leadership skills, grow a similar approach with existing and new partners working with third sector and business-for-purpose audiences in Scotland.
 - o Seek business opportunities for a more strategic approach to third sector resilience and management good practice in Scotland for the benefit of the sector, its staff and its service users and beneficiaries through open calls and/or strategic relationships.

Job Description

2. Other business development and fundraising

- Identify calls for proposals, open calls, grant and tender opportunities to support and build our offer in two key areas:
 - Supporting people to upskill and progress in their careers
 - Supporting organisational development through better management and leadership.
- Support other Challenges teams on fundraising and bid writing where capacity allows.
- Support the Senior Manager, Learning & Leadership and the Business Development Director in relationship, business and partnership development as appropriate.

3. Training Development and Delivery

- Prioritise the development of a pool of associate trainers to meet the demand for training delivery.
- Liaise with colleagues in other teams to ensure learners have the materials they need and are signed up to CMI Management Direct as appropriate.
- Seek opportunities and develop relationships and content for the expansion of the training offer to new audiences and upselling further training opportunities to existing audiences
- Explore the potential of CMI content and collateral to develop an attractive training offer to new/existing audiences.

4. Communication

- Working with the Comms Manager, provide support across the team in Scotland by developing content such as short reports, funding bids, blog posts or social media posts in support of outreach, relationship development, participant recruitment and other programme aims.

5. Additional tasks and responsibilities

- Carry out administrative tasks and support colleagues as required, including event coordination, meeting attendance etc
- Contribute to continuous learning and cross-team collaboration across The Challenges Group.

Job Description

Person Specification

If this role interests you and you can envisage yourself doing it and bringing something to the team, please do apply. We are looking for an enthusiastic team player with a can-do attitude. The list of qualities and attributes below is intended as a guide, so please do apply even if you don't meet all of the criteria.

1. Experience:

- Proven experience of relationship-driven business development (e.g. lead generation, building networks and partnerships, developing income streams, building a sales pipeline)
- Experience of writing persuasive proposals or project outlines for successful bids for contracts, grants or tenders
- Experience of selling and/or delivering L&D services
- (Desirable) Experience of working in social enterprise and/or impact-driven business in Scotland
- (Desirable) Experience of the public procurement system in Scotland/the UK

2. Skills and Competencies:

- Excellent communication and interpersonal skills, with the ability to build and maintain strong relationships with stakeholders at all levels
- Strong networking abilities to establish and nurture partnerships across various sectors and industries
- Highly organised with excellent attention to detail to manage multiple projects simultaneously
- Flexibility and adaptability to work in a dynamic and agile environment

3. Personal Attributes:

- Passionate about social impact and the potential for not-for-private-profit and purpose-led business to achieve social change
- Interest and experience in organisational development and a belief in the power of good managers and leaders to influence working cultures and organisational performance for the better
- Entrepreneurial mindset with a proactive approach towards identifying opportunities and overcoming challenges
- Collaborative and team-oriented, but able to work autonomously within a disbursed team
- Commitment to a culture of continuous improvement and learning

4. Additional Requirements:

- The contractual place of work will be the Challenges office in Edinburgh. The post holder is expected to attend the office regularly and to travel to events and client meetings (mainly within the Central Belt). Please raise any requirements for flexible working at interview.

WHY, WHAT, HOW?

OUR PURPOSE

We exist to maximise enterprises' potential, so they can deliver extraordinary impact.

OUR VISION

A world whose biggest challenges are being tackled by enterprises creating extraordinary impact.

THE PROBLEM WE'RE TACKLING

Many enterprises do not perform at their fullest potential and may lack the capacity to operate better, thereby limiting their impact on global challenges.

OUR MISSION

Our mission is to help deliver better solutions to global challenges by improving the performance of enterprises.

Benefits



Holiday entitlement

The holiday entitlement for full-time staff is 28 working days per year, inclusive of 8 public holidays. Staff receive an additional 4 days leave during the December festive break. Part-time staff receive a pro-rated entitlement.



Flexible working

Staff generally work office hours – most staff adopt 'hybrid' working, but we encourage at least one day per week in the office. This role will allow you to tailor your schedule to fit personal commitments while contributing to our team's success



Cycle to Work scheme

Challenges offers a cycle to work scheme that enables a discount towards any bicycle you purchase for the purpose of getting to work.



Other benefits

Also available to staff is a pension scheme, and professional development courses through the Chartered Management Institute (CMI).

Contact us



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www.theventureslab.com

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