envision

London Regional Manager

Application pack

Deadline: October 19th 2026

Regional Manager

Location: London, SE1 (hybrid working)

Contract type: permanent, full-time

Salary: £40,000-£45,000 per annum (plus £2,000 London weighting)

Envision actively encourages applications from those from Black and Minority Ethnic backgrounds and from socio-economically less-advantaged backgrounds as they are currently under-represented in our organisation.

We seek to ensure we achieve diversity in our workforce and that all applicants and employees receive equal and fair treatment, regardless of age, race, gender, religion, sexual orientation, disability or nationality.

Please note that we are unable to support visa applications and therefore applicants must have the right to work in the UK.

Envision graduates (i.e. those who took part in an Envision programme whilst at school or college) will be guaranteed a first-round interview.

A bit about us

We empower young people from less-advantaged backgrounds, who are often underrepresented in the world of work, to develop the essential skills (communication, creativity, determination and teamwork) and confidence they need to succeed.

We partner each team of young people, led by an Envision Programme Coordinator, with a team of mentors from a local business to design, develop and deliver a social action project that makes a positive change in their school or college community.

We create an equal partnership whereby young people bring the expertise of their chosen social issue and mentors bring the expertise of workplace skills.

Working towards their project goals and key milestones, young people build the Essential Skills and confidence proven to support their education, employment and wellbeing.

"I am most proud of working on my communication and determination skills as I now feel more confident talking to big crowds of people."

Ammaarah,
Broadway Academy

We believe a young person's background mustn't determine their future.

Young people from less-advantaged backgrounds too often miss out on opportunities in and outside school to build the confidence and essential skills they need to succeed in later life.

This means young people from less-advantaged backgrounds are underrepresented in the world of work. This is unacceptable. Where you grew up mustn't determine where you're going.

"People with higher levels of essential skills experience improved social mobility, employment, earnings, job satisfaction and life satisfaction...these skills work as a platform for developing other skills, including the basic skills literacy and numeracy as well as technical skills." **(Skills Builder Partnership 2023)**

Where you come in

As Regional Manager (RM), you will provide strategic leadership for Envision in London. You will own the regional partnership strategy, lead new business development with corporate partners and hold overall accountability for the people, culture and performance of the London team.

You will line manage a Delivery Manager, holding them to account for the operational delivery of the Envision programmes across London. With a fully resourced delivery team underneath you, your focus will sit firmly on growth, external representation and the long-term sustainability of the region, rather than day-to-day operational management of programme delivery.

You will work closely with the Regional Managers in the West Midlands and Bristol, with the Director of Partnerships and Philanthropy on income generation and partner growth, and with the Programmes and Impact team on regional delivery quality and impact. You will also be a member of Envision's Senior Management Team, contributing to organisational strategy alongside the Senior Leadership Team.

Envision is at an ambitious point. We have a delivery model that works, a clear sense of the young people we exist to empower and the intention to reach more of them in the places where the need is greatest. Regional Managers are the people who turn that ambition into something real, region by region.

"At Envision, we believe that where you come from should never limit where you can go. Our Regional Manager for London will be at the heart of making that possible – building the corporate partnerships and leading the team that enables us to reach young people who need us most. This is a rare opportunity to join an ambitious, collaborative team and play a genuine role in changing young people's lives."

George, CEO

Who we are looking for

This role will suit an experienced corporate partnerships, business development or account management professional who is looking for more breadth and variety than a single-function role can offer. If you like owning a patch, opening doors with corporate partners and schools, and being close enough to programme delivery to see the impact these partnerships actually have on young people, this could be a role for you.

We know this is a broad role and we are honest about that. It asks you to move between strategic and operational thinking, and between external relationship building and internal team leadership.

You will probably recognise yourself in some of this

- You enjoy variety. In one week you might pitch to a new corporate partner, coach a Delivery Manager through a difficult conversation, speak at a regional event, sit down to review delivery data or feed into a strategic conversation.
- You like owning a region rather than a slice of a function. The strategy for your patch is genuinely yours to shape, with the autonomy and accountability that comes with that.
- You are commercially confident but mission-led. Working closely with companies across different sectors, you enjoy the pipeline development, the pitch and the renewal conversation, and you want the partnership to make the most impact for young people.
- You get real satisfaction from developing people. Your managees growing into better managers matters to you as much as hitting the targets.
- You are comfortable being the face of an organisation in your city and you build the kind of relationships that outlast a single partnership.

What we can offer you

- A broad senior role with genuine ownership of a region, working as part of Envision's Senior Management Team (CEO, Directors and Regional Managers).
- A clear route to greater seniority: our long-term ambition is to develop the Regional Manager role into a Head of Region role.
- A properly resourced team beneath you, with a Delivery Manager and two Lead Programme Coordinators holding operational delivery so that you can lead strategy, growth and people
- Direct influence on organisational strategy, including leading workstreams and presenting to our Board of Trustees.
- A values-led and collaborative organisation with a strong culture, where people stay because the work matters and the team is a good one to be part of.

Responsibilities

Strategic regional leadership

- Own and deliver the regional partnership strategy, ensuring it aligns with Envision's organisational strategy and growth ambitions.
- Represent Envision at a senior level in London, building and maintaining relationships with senior stakeholders across schools, employers, corporates and community partners.
- Develop and deliver a regional engagement plan that brings existing partners and new prospects together behind essential skills and young people in the region.

Business development

- Own and maintain the regional business development pipeline (across schools and corporates), ensuring opportunities are accurately tracked, forecast and reviewed regularly.
- Identify, research and prioritise new corporate prospects aligned to Envision's growth strategy and regional delivery needs.
- Lead proactive business development activity, including cold outreach, warm introductions, networking and relationship building.
- Develop compelling pitches and applications for prospective partners.

Partnership management, retention and growth

- Own and maintain senior relationships with all strategic school and corporate partners in London.
- Develop and monitor a regional renewal and retention pipeline, identifying risks early and putting mitigation plans in place.
- Lead renewal, uplift and multi-year agreement discussions with school and corporate partners.
- Deliver meaningful stewardship engagement with priority partners, and identify and convert free corporate places into paid partnerships.

Regional delivery and impact oversight

- Maintain oversight of regional delivery performance against key performance indicators (registration, attendance, retention and skills outcome targets), working jointly with the London Delivery Manager and the Programmes and Impact team.
- Review regional performance data regularly, identifying risk early and ensuring mitigation is in place and escalated through the Senior Leadership Team where needed.
- Contribute to regional and national programme and impact reviews, bringing a regional perspective to continuous improvement.

Responsibilities

People and culture leadership

- Hold overall accountability for the London staff team, managing escalated HR matters and working with the COO on issues to raise with the wider Senior Management Team
- Line manage the London Delivery Manager, holding regular catch-ups, formal check-ins, competency goal setting and end of year appraisals with clear development plans.
- Lead and coordinate the regional team, office and resources, building a strong regional culture including through regular team builder events.
- Support the delivery of the annual training cycle, including people management training, and contribute regional recommendations to the organisational people review.

Organisational leadership

- Attend and contribute actively to Senior Management Team meetings, supporting leadership across the organisation.
- Lead or support strategic initiatives and workstreams as agreed, including contribution to Envision's strategy development.
- Present to the Board of Trustees at least once a year on regional performance and priorities.
- Contribute to Partnerships and Philanthropy team meetings and team days, supporting shared understanding of schools and corporates and working on cross-team priorities.

General

- Uphold Envision's values and be a role model for staff, young people and volunteers.
- Ensure all activity is delivered in line with Envision policies and procedures.

Person specification

Experience, knowledge and skills	Essential (E) or desirable (D)	Demonstrated In application (A) or interview (I)
Experience of leadership, holding accountability for the performance, culture and development of a team across more than one function	E	A & I
Experience in business development and income generation, researching, identifying and approaching new corporate partners in a mutually beneficial way to generate income and wider support	E	A & I
Experience of senior account management, owning strategic relationships and leading renewal, uplift and multi-year agreement conversations	E	A & I
Experience managing staff (preferably managers), setting clear goals, conducting appraisals and holding others to account for delivery through their own teams	E	A & I
Experience of representing an organisation externally, including networking with senior stakeholders and speaking at events	D	A & I
Experience of working with schools, colleges or the wider youth sector, and an understanding of the pressures partners face	D	A & I
Understanding of, and/or lived experience of, the **barriers that young people face** that contribute to the education and employment gap	D	I
Competencies and Values	Essential/ Desirable	Demonstrated In Application (A) Or Interview (I)
Commitment to Envision's **vision, mission and values** and ability to work well in, and contribute to, our organisational culture	E	A & I
Communication: Ability to listen critically, to consider perspectives and speak adaptively, changing language, tone and expression depending on the audience	E	I
Creativity: Ability to create solutions for complex problems, evaluating the positive and negatives whilst seeking out varied experiences and stimuli	E	I
Teamwork: Working across teams by building relationships with others, recognising strengths and weaknesses and support through mentorship.	E	I
Determination: Identifying risks and gains within opportunities and creating plans which include clear targets to makes progress tangible	E	I

Conditions and benefits

Terms and conditions

Remuneration	£40,000- £45,000 per year (plus £2,000 London weighting) dependent on experience
Location	London We operate a hybrid working policy with a minimum of one or two days in the office/at external meetings per week and some travel across our other regions (currently the West Midlands and Bristol)
Contract Type	Permanent Full time

Employee rights and benefits

Pension:	All eligible employees will be automatically enrolled into the NEST Pensions scheme. 5% matching contribution.
Annual leave	25 days plus bank holidays, plus two-week winter shutdown over Christmas and New Year. Annual leave allowance increases by one day per year up to 30 days.
Volunteering days	Two days per year.
Flexible hours	10am to 4pm are core hours. Office hours are 8am to 6pm.
Summer Fridays	1pm finish on Fridays in July and August.
Bike to work scheme	Up to £1,000 limit.
Enhanced parental leave	Maternity leave, adoption leave, shared parental leave: 13 weeks full pay, 13 weeks half pay, 13 weeks statutory pay. Paternity leave: Four weeks full pay.
Employee eye test	Envision will refund the cost of an annual eye test.
Charity Workers Discount	Receive savings and cashback on many personal purchases
Employee Assistance Programme	Access to wellbeing and mental health support through our Employee Assistance Programme.

Application process

To apply, please apply through CharityJob

Recruitment timetable	
Schedule	**Milestone**
Monday October 19th (midnight)	Closing date for applications
Thursday October 22nd	Round 1 interviews (online)
Thursday/Friday October 29th/30th	Round 2 interviews (in-person at our London office, SE1)

If you would like to have an informal chat about this role or if you need any further information before applying, our Director of Philanthropy and Partnerships, Robyn, would be really pleased to hear from you: **robyn.mcallister@envision.org.uk.**

Please note:

- We will only be contacting candidates who have been shortlisted for interview. Therefore, if we do not contact you, please assume you have been unsuccessful.
- The safety and wellbeing of the young people we work with is paramount at Envision. Successful candidates will be subject to a full Enhanced DBS check and reference checks. All new staff must attend safeguarding training during their induction period, in line with Envision's Safeguarding and Child Protection Policy. Failure to complete internal safeguarding training may result in the role being withdrawn.

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