THE JUNCTION FOUNDATION

Making a positive difference to the lives of children, young people and their families.



The Junction Foundation, Westfield Farm, The Green, Dormanstown, TS10 5NA
Tel. 01642 756000 - Email: recruitment@thejunctionfoundation.com
Registered Charity Number: 1125578 - Registered Company Number: 6648312

Dear Applicant,

Thank you for your interest in working for The Junction. Within the application pack you will find the following:

1. Why Work for The Junction Foundation
2. Expectations
3. Job Description
4. Person Specification
5. Employment Application Form

The Junction is a respected charity working to make a difference to the lives of children, young people and their families. We are proud of our reputation and believe that all of our workers are key to establishing positive relationships, building trust, self-belief, a sense of family and belonging.

As part of our continued growth, The Junction is expanding its **Multibank model across the North East**, providing essential goods to individuals and families experiencing poverty. This role will be critical in developing partnerships, securing resources, and ensuring the long-term sustainability of this work.
This is a highly autonomous and outward-facing role requiring confidence and ability to engage local decision-makers, build strategic partnerships, and identify opportunities for growth. You must be able to work independently, use initiative, and draw on networks to deliver tangible outcomes to enable the Multibank to grow its impact across the region.

When writing your application please ensure you address the person specification provided and highlight any information in excess of the criteria.

If you would like to discuss the requirements of the post or have any questions about the role, please contact **Jamie Noble** via e mail at **jamie.noble1@thejunctionfoundation.com**

Once you have completed your application please return to: recruitment@thejunctionfoundation.com

Or alternatively post to The Junction, Westfield Farm, The Green, Dormanstown, Redcar, TS10 5NA, please ensure your envelope is marked **PRIVATE AND CONFIDENTIAL**.

Please note the deadline for the applications **is noon on Friday 2 October 2026**

Interviews will take place on Friday 9 October 2026 at The Multibank

The post is subject to relevant safeguarding procedure which includes a satisfactory Disclosure and Barring Service check. We look forward to receiving your application.

Yours faithfully,

Beth Major

Beth Major
Chief Executive Officer



Why work for The Junction?

Pension
We contribution 5% of your equivalent salary into your pension scheme for all eligible posts.

Staff Wellbeing Programme
Our staff Wellbeing Programme, provided through Simplyhealth, provides money back on health-related treatments such as optician costs, dentist fees, physiotherapy and alternative therapies, so you aren't left to foot the bill.

Counselling Helpline
We provide access to 24hr Counselling Helpline support so you are never left to struggle if life becomes tough.

Counselling Face-to-Face
In addition to the helpline we provide access to 6 sessions of face to face counselling

Generous Holidays
Our generous holiday entitlement of 6 weeks per year plus bank holidays means you can balance your work and home life commitments.

Loyalty Holiday Bonus
We reward loyalty by offering colleagues 1 extra day's holiday for every completed holiday year up to a maximum of 5 additional days. Increasing holiday entitlement to 7 weeks per year plus bank holidays for 5 completed holiday years.

Staff Development
We have a history of growing our own talent and we develop and support staff to expand their knowledge and take opportunities that become available.

Making a Difference
By being part of an extra ordinary team, we work together to help transform the lives of local children, young people and families.

Within The Junction

There are a range of services within The Junction all working towards shared goals and all focused on making a difference to the lives of children, young people and their families, including:

- Youth Services
- Youth Employment, Education & Skills Services
- Young Carers
- Mental Health and Emotional Wellbeing Services
- Enterprising Solutions
- Multibank
- Core Services

We pride ourselves on being able to provide multiple specialist services 'under one roof' with each service interacting together to provide the best possible service to children and young people. We employee multi-disciplinary teams of professionals with backgrounds in psychology, social work, counselling, youth work and youth unemployment as well as other qualified and experienced practitioners who:

- Understand the issues facing children and young people
- Have the skills to effectively support them
- Can deliver outcome focused interventions



We have developed a unique service delivery model to ensure that clients are able to access a service that supports their individual needs. However, the ethos of The Junction ensures our services do not work in silos, although we recognise the need for service identities and separate lines of accountability to stakeholders.

All of our services are person-centred, outcome-focused and outcome-driven with an increased need to evidence the impact our services have on children, young people and their families.

Expectations

It is essential that everyone who works or volunteers for The Junction recognises how their efforts help us make a difference to the lives of so many children, young people and families who are in need of our support. It is equally important that everyone is conscious of how their role supports the Vision and Mission of The Junction and that everyone can feel a sense of pride in their work.

We are very protective of our reputation of putting children and young people at the heart of everything we do and we have a clear expectation that all of our workers believe in and work to the Values and Key Principles of the organisation.

Vision

Our vision is a world where no child, young person or family is left to struggle. We want a world where there is always someone to talk to.

Mission

To empower children, young people and their families to embrace life with confidence, facing life's challenges in a positive way.

Values	Key Principles
We listen	Children and Young People are at the heart of everything we do
We genuinely care	Our workers are the key to building strong, positive relationships
We don't judge	
We empower	Working in partnership to make change happen

Working within The Junction's policy environment

All Junction staff and volunteers are expected to work in accordance with the policies, practices and procedures of the organisation. Key to this approach is a commitment to promote and safeguard the welfare of children, young people and vulnerable adults, as safeguarding is everyone's responsibility. Similarly, all staff are expected to demonstrate a commitment to promoting and valuing diversity, being prepared to challenge the use of discriminatory language and to support and encourage non-discriminatory practice.

Personal Development

All staff are expected to make a commitment to their own personal development, partaking in training opportunities, actively participating supervision and appraisal sessions as required, and supporting the personal development of others.



JOB DESCRIPTION

JOB TITLE: Development Manager - Multibank

SALARY: £41,124

HOURS: 37.5 hours per week

CONTRACT TYPE: Permanent subject to funding

RESPONSIBLE TO: Deputy Chief Executive

LOCATION: Flexible – with regular travel across the North East

APPLICATION METHOD: We do not accept CVs therefore please complete the application form located at the end of this pack.

JOB PURPOSE

To lead the growth and development of The Junction's Multibank by:

- Raising awareness of the Multibank model
- Securing new partnerships and contracts
- Developing relationships with businesses to donate essential goods
- Expanding reach across the North East

You will play a key role in ensuring individuals and families experiencing poverty have access to essential items, while building a sustainable pipeline of partnerships and income.

Support

Support will be provided by the **Deputy Chief Executive** or appropriate designated person who will carry out regular supervisions.

PRINCIPLE DUTIES AND RESPONSIBILITIES:

Business Development & Contracts

- Identify and secure new opportunities with local authorities and public sector partners
- Lead on proposals, bids and contract negotiations
- Develop a pipeline of opportunities aligned to Multibank growth

Partnership & Stakeholder Engagement

- Build and maintain relationships with:
  - Local authorities
  - Health and statutory partners
  - Regional networks and decision-makers

- Represent The Junction and Multibank at strategic meetings and forums
- Deliver high-quality presentations to senior stakeholders



Corporate Engagement & Donations

- Develop partnerships with businesses to secure donations of essential goods
- Create compelling propositions for corporate partners
- Maintain an active network of donors and supporters

Awareness & Profile Raising

- Increase visibility of the Multibank across the North East
- Support communications activity and campaigns
- Act as an ambassador for The Junction Foundation

Strategic Development

- Identify opportunities to expand into new geographical areas
- Provide intelligence on emerging needs, partnerships and risks
- Contribute to organisational growth planning

Performance & Reporting

- Maintain accurate records of partnerships, opportunities and outcomes
- Report regularly to the Deputy Chief Executive
- Contribute to impact reporting and board-level updates

Children, young people and their families

- To learn about The Junction services and understand how your work helps to make a positive impact in people's lives.
- Establish and maintain positive professional relationships with internal and external stakeholders.

Working in Teams

- To support the development of the service in line with The Junction strategic plans by taking an active part in team meetings and support, as well as working collaboratively with all colleagues and partner agencies.
- To contribute to the day to day administration & running of The Junctions projects & services
- Undertake other duties and responsibilities as required from time to time commensurate with the post.

Working within The Junction's policy environment

- Demonstrate a commitment which promotes and values diversity and the equality of opportunity in relation to employees, workers, service users and the wider community, challenge the use of all discriminatory language and practice and positively encourage all staff, volunteers, partners, young people and volunteers to adopt non-discriminatory practice.



- Undertake all work in accordance with The Junctions polices and practice including but not withstanding Health and Safety, Risk Management
- Achieve that the highest standards of customer care are met at all times
- Positively promote the welfare of children, young people and vulnerable adults and ensure that it is recognised that safeguarding is everyone's responsibility.
- Work and adhere to The Junctions values at all times.

Personal Development

- Be committed to your own personal development partaking in personal development opportunities and undertaking training, supervision and appraisal as required.
- Undertake other duties and responsibilities as required from time to time commensurate with the post.



PERSON SPECIFICATION

Multibank Development Manager	Essential	Desirable
Qualifications		
Evidence of Continuous Professional Development	Y	
Experience		
Business development / partnership development	Y	
Working with local authorities or public sector	Y	
Securing contracts, funding or partnerships	Y	
Corporate engagement / donor development	Y	
Working in or alongside charity / social impact sector		Y
Knowledge, Skills & Competencies		
Strong presentation skills (senior audiences)	Y	
Knowledge of poverty reduction, crisis support or community-based services		Y
Ability to influence and negotiate	Y	
Experience building strategic relationships	Y	
Existing networks within the North East (local authorities, businesses, funders)		Y
Ability to identify and convert opportunities	Y	
Understanding or Social Value Frameworks and public procurement processes		Y
Strong organisational and pipeline management	Y	
Understanding of partnership working across sectors	Y	
Ability to analyse and report performance data	Y	
Personal Attributes		
Highly self-motivated and able to work independently	Y	
Proactive with strong initiative to drive results	Y	
Confident networker with existing strong relationship skills/the ability to quickly develop relationships	Y	
Results-driven and outcome focused	Y	
Adaptable and responsive to opportunity	Y	
Commitment to The Junction's values	Y	
Work Related Circumstance		
Ability to travel across the North East	Y	
Flexible approach to working hours when required	Y	
Full UK driving licence / access to vehicle	Y	
Equal Opportunities & Diversity		
A commitment to equal opportunities and non-discriminatory practices	Y	

