

MISSION 44



Head of Impact Partnerships
(International)

Applicant Pack | Head of Impact Partnerships (International)

Salary: £60k - £70k per annum

Contract type: Two year fixed term contract (with potential to extend)

Location: Hybrid UK (1-2 days a week in the London office) or Remote (in Brazil or the US, available to work on UK time zone), with occasional travel between international sites

Work pattern: Full Time (or 0.8 FTE)

Reporting to: Chief Impact Officer

Responsible for: Senior Impact Manager (Brazil); Impact Manager (UK)

To submit your application, please submit an anonymised CV and a covering letter (remove identifying details such as name, address, photos) to careers@mission44.org **by midnight on 22 July 2024**. Your covering letter should outline:

- Your motivations for applying to Mission 44
- How this role fits into your career plans
- Experience (professional, voluntary or lived) that makes you a great fit for this role in line with our values and the criteria outlined in this job description.

CEO Introduction

Thank you for your interest in joining Mission 44. We're building a hugely exciting organisation and the whole team is inspired by the extraordinary potential we have to change lives for the better.

Mission 44 exists to make a difference: our purpose is to have a lasting positive impact on young people from underserved communities, who have for decades been the least supported and least socially mobile cohort. Over the past three years, COVID lockdowns, economic volatility and the lasting disruption to their education has significantly exacerbated this already inequitable situation, and we don't underestimate the size of the hill we have to climb. But we're here to walk alongside young people, working with and for them to make a step-change in their lives.

We are incredibly fortunate to have the encouragement and support of Sir Lewis Hamilton, whose personal pledge laid the foundations for our work, and whose vision we are working to deliver. Mission 44 will be a profoundly effective, impact-led place to do great work: we're building an organisation that's diverse, dynamic and collaborative. We're determined that the time you invest with us will enable you to grow personally, as well as offering the huge professional satisfaction of delivering concrete and lasting change. If this sounds like the right fit, we'd love to hear from you.



Jason Arthur, Chief Executive

About Mission 44

Established by Sir Lewis Hamilton in 2021, Mission 44 is a charitable foundation working to build a fairer, more inclusive future in which every young person can thrive. The charity supports bold organisations, leaders and ideas to reimagine the future and transform the lives of young people from underserved communities.

Through grantmaking, research and advocacy, Mission 44 is focused on building a more inclusive education system, supporting progression into STEM careers and empowering young people to be changemakers. You can find out more information in [this presentation](#).

Given the global reach of Sir Lewis, and the common challenges faced by young people from underserved communities around the world, Mission 44 aims to evolve into an international organisation over the next two years.

About the Role

The new Head of Impact Partnerships (International) role will be responsible for overseeing the expansion of our grantmaking, our research, convening and campaigning work from the UK to our growth regions in the US (Miami, Austin, Las Vegas), Brazil and Italy. The Head of Impact Partnerships (International) will identify, support and convene our charity partners to deliver a series of high quality, impactful projects that deliver on our mission. In the US, Brazil and Italy, our strategic goals are to support young people from underrepresented backgrounds into STEM careers and to mobilise the global network of motorsport employers to adopt inclusive recruitment and retention strategies.

Working at Mission 44

Our team

The Mission 44 team currently has 23 employees with recruitment of a further 4-6 colleagues planned this financial year. The team is currently organised into four directorates: Impact, focused on grantmaking and research; Fundraising, focused on income generation; Communications, focused on our external-facing messaging and campaigns; and Operations, focused on our finance, HR and operational platform.

Diversity at Mission 44

We offer a working environment that values and respects every individual's unique contribution. We want to attract the broadest range of talented people and are

committed to equality of opportunity and anti-discrimination practices. We positively encourage applications from all sections of society and are particularly interested in attracting applications from candidates from diverse and underrepresented groups.

Our values

Everything we do at Mission 44 is guided by our five core values.

- We are **brave**: with an ambitious sense of possibility, we focus on where we can drive systemic change.
- We are **collaborative**: we build partnerships and coalitions to solve problems and make change happen.
- We are **curious**: we are evidence-led and continuously learning how best to grow our impact.
- We are **inclusive**: we put equity at the heart of everything and amplify the voices of the underrepresented.
- We act with **integrity**: we are honest and transparent, and build trust-based relationships.

Benefits at Mission 44

YOUR TIME OFF



HOLIDAYS

Enjoy 28 days annual leave, plus a day for your birthday



SUMMER FRIDAYS

We finish every Friday at noon in August



VOLUNTEER DAYS

Unlimited volunteering leave, as agreed with your manager

YOUR WELLBEING



STAY ACTIVE

Use our cycle-to-work scheme and free gym access



STAY HEALTHY

Optional health insurance and access to an EAP



STAY WELL

Wellbeing allowance to spend in whatever way works for you

YOUR FUTURE



PENSION

Save for retirement with our generous pension package



DEVELOPMENT

Professional development budget of £1k



FAMILY LEAVE

Competitive parental leave package

Roles and Responsibilities

Programme Strategy, Design and Delivery (60%)

- Lead the design, development and delivery of Mission 44's strategy for achieving our impact goals in our growth territories (US, Brazil and Italy)
- Keep the team, specifically SLT and the Board, updated on our plans and progress towards meeting our goals
- Oversee programmatic budgets, monitoring spend and looking for opportunities to maximise our impact
- Embed and continually refine our approach to grant-making, supporting Mission 44 to become a bold, progressive and relational grantmaker
- Support Mission 44 to achieve its aim to be a highly transparent and accountable foundation
- Grow the capacity and capability of our partners, by supporting the ongoing design and development of our Funder Plus programme, and through the establishment of engaging and high quality communities of practice
- Ensure young people are at the heart of Mission 44's work, by creating opportunities to consult and work collaboratively with young people in your work, primarily via Mission 44's Youth Advisory Board and the Senior Youth Participation Manager
- Line manage 1-2 Impact Manager(s) based in each growth country, ensuring they are able to provide effective relationship management to our charity partners, and work with them in a way that delivers maximum impact for young people
- Oversee and manage all legal, operational and governance risks associated with our impact strategy and our charity partnerships, adhering to high standards of compliance, risk management, safeguarding, due diligence, financial controls and audit reporting

Research, Learning and Evaluation (10%)

- Continually refine, improve and apply the theory of change for the relevant impact objectives, with support from MEL colleagues
- Champion the data collection and impact reporting processes which have been developed to capture learning, evidence and impact data from our programmatic work
- Support the development of a culture of learning at Mission 44, where we use evidence and impact data to continuously improve our programme design and delivery
- Help Mission 44 to clearly and confidently articulate the impact we're having on the systems we're seeking to change, by generating appropriate data, research, case studies and evidence
- Support our partners to meeting reporting deadlines and to improve their own MEL capability, as needed
- Identify gaps in research within your sector, recommending research topics to the

MEL team for consideration

- Support the commissioning of research grants, appointment of learning and evaluation partners where needed

Fundraising and Communications (15%)

- Support fundraising efforts by consulting on fundraising proposals, sharing programmatic strategies and updates on our plans, attending meetings with current and prospective funders
- Support partners to create compelling case studies and testimonials from our grantees which demonstrate their impact and contribute to our external communications
- Act as an ambassador and spokesperson for Mission 44 meetings, site visits, events and other external-facing activities as required
- Share our learnings and insights with external partners and grantmaking peers, building our reputation as a transformative and collaborative grant-maker that is creating systemic change

Leadership and Management (15%)

- Support Mission 44's Senior Leadership team to develop a happy and high performing team and build a culture that is inclusive
- As a member of Mission 44's Management Team, support the development of a highly effective Impact Directorate, ensure talent progression of Impact Managers, effective collaboration across the team and a culture of continuous learning
- Contribute to the culture of Mission 44, embodying and championing the organisation's values
- Build strong knowledge and deep expertise related to your programmatic impact goals
- Develop a wide network of sector peers and industry connections, allowing you to be convenor and collaborative thought-leader
- Commit to your role as an emerging global thought leader within the grantmaking and philanthropy sectors by continually evolving our approach, sharing best practices and deepening our impact.
- Identifying (and sometimes leading/initiating) cross-sector collaboration opportunities
- Produce and present reports to the Team, the SLT and the Board on our progress towards meeting our strategic goals

About You

Knowledge and experience

- Experience leading education and/or employment programmes for young people across multiple countries (ideally including the US, Brazil, UK and Italy)
- Experience of developing international programme strategies and successfully engaging with teams/stakeholders across multiple time-zones, with varying local contexts and languages
- Experience in developing monitoring, evaluation and learning frameworks for various programmes working in a variety of contexts
- Experience working in a start-up environment and/or the ability to work autonomously
- Experience of relational and progressive grantmaking practice (either as a grantmaker or a fundraiser)
- Experience of developing communities of practice, convening partners and stakeholders to share best practices
- Strong experience of cultivating and developing relationships with a wide range of internal and external stakeholders, including working with C-level executives and Trustee boards
- Experience and/or excellent knowledge in the issues affecting underrepresented young people, ideally related to youth employment

Skills

- Effective in developing relationships with organisations at all levels.
- Excellent written and oral communication skills, and the ability to communicate with and influence a range of audiences.
- Confident, resourceful, and proactive, with initiative and a problem-solving disposition.
- Good interpersonal skills, particularly in the context of managing both internal and external relationships and external representation of Mission 44.
- A confident decision-maker with the ability to manage competing deadlines.
- Able to analyse and synthesise complex information quickly and effectively.
- Awareness of youth participation strategies and commitment to embedding youth voice and opinions in everything you do

Personal Qualities

- Flexible and creative; you thrive in an evolving and dynamic organisation.
- Highly collaborative; your default is to work in a cooperative and supportive way to deliver results.
- Highly motivated self-starter; able to work independently, displaying strong initiative in solving day-to-day problems with limited direction.
- Strategic: Ability to translate a vision into an engaging and ambitious plan, applying analytical and judgement skills
- Inclusive: Committed to embedding the values of equity, diversity and inclusion in everything that you do.
- Youth-led and mission focused: Passionate about supporting and empowering young people from a diverse range of backgrounds to flourish and succeed.
- Reflective and self-aware: Strong personal commitment to learning and improvement.

Desirable

- Deep knowledge and professional network within STEM career pathways and/or the Motorsports industry
- Specific knowledge of best practice in Grantmaking, Convening, Campaigning and Youth Participation within Mission 44's global growth regions US (Miami, Las Vegas and Austin), Brazil and Italy
- Deep contextual understanding of Youth Education and Employment opportunities within Mission 44's global growth regions US (Miami, Las Vegas and Austin), Brazil and Italy
- Ability to read, speak and write in Portuguese and Italian