



CAMBRIDGE
COMMONWEALTH
EUROPEAN AND
INTERNATIONAL
TRUST

Associate Director

Partnerships and Impact

Overview

At the heart of Cambridge's global academic community is the Cambridge Trust, a charity driven by a simple but powerful mission – to open doors to the University of Cambridge for talented students from across the world, whatever their circumstances.

By partnering with organisations worldwide, the Trust offers the largest number of scholarships to international students at Cambridge. Every year we help around 1,500 students pursue their dreams, awarding scholarships that support study in any subject, at any of the University's 31 Colleges.

In our 40-year history we have transformed over 22,000 lives from 149 countries, providing both full- and part-scholarships that honour academic excellence and make education accessible to those facing financial or other access barriers.

By joining our team, you will have the opportunity to help unlock human potential and enable the brightest minds to thrive at one of the world's greatest universities. You will shape our future fundraising efforts and play a pivotal role in expanding the number of scholars we can support and the impact we can have for Cambridge, the UK and the world.





Position summary

The Cambridge Trust is seeking an innovative, hands-on and organised individual, with experience of product or programme development and of working with networks of students, alumni and/or funding partners, to develop a major new workstream for the Trust, enabling us to demonstrate and grow our life-changing impact.

The Associate Director (Partnerships and Impact) will establish and grow the Trust's alumni community, cultivating a global network of Cambridge Trust Scholars inspired to contribute to the Trust's impact measurement and public profile. They will also lead on embedding a new impact framework across the Trust, translating impact data into engaging, accessible, inspiring content, through different formats, and managing all aspects of impact data gathering, analysis, and donor reporting. They will work with others to infuse impact data into communications, co-creating evidence-based narratives about the transformational power of a Cambridge Trust Scholarship.

Partnerships are central to the Trust's impact, and the post holder will also take responsibility for managing the Trust's network of c. 50 external partners and developing opportunities to expand our partnerships in support of the Trust's strategic priorities and programmes.

This is an unusual opportunity to lead innovation and make a tangible difference to the strategic development of an established organisation during an exciting time of change.

“The Cambridge Trust offers financial support, but at the same time, they’re changing lives by giving individuals a second chance to pursue educational opportunities, as well as empowering the communities that they come from,”

Tililenji Phiri, Secondary School Teacher from Zambia, Awarded a Cambridge Commonwealth Scholarship to study for a PhD in Education



Key external relationships

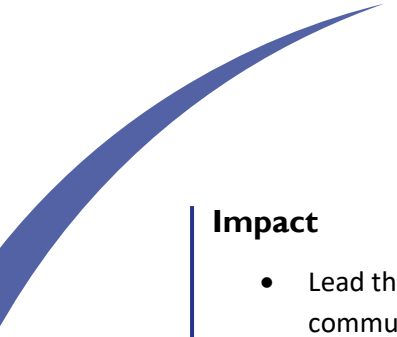
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- Cambridge Trust and University of Cambridge alumni
 - Government agencies, trusts, foundations, corporations and individual donors
 - University of Cambridge: Development and Alumni Relations Office (CUDAR), Student Recruitment team
 - Development Directors and Impact Leads of the University's Schools, Colleges and institutions
 - Consultants

Responsibilities



Alumni

- Scope, develop and implement the Trust's approach to alumni engagement. This will involve activating and growing a network of thousands of alumni across the globe, with approximately 300 joining each year.
- Design the Trust's "offer" for alumni and lead on delivery, with support from the wider team.
- Work with the Awards team to ensure a smooth transition for Cambridge Trust Scholars into the alumni community.
- Coordinate with external partners and colleagues across Collegiate Cambridge, maximising opportunities to work together on alumni engagement and impact storytelling, for mutual benefit.
- Manage budget, timelines, reporting, and ensure projects are delivered effectively.



Impact

- Lead the implementation of a new impact strategy, enabling the Trust to evidence and communicate more effectively about the difference our work makes to the lives of Cambridge Trust Scholars, for the Collegiate University, and for society.
- Lead on translating impact data into engaging, accessible, inspiring content, through different formats.
- Establish processes and systems for data gathering, analysis and reporting.
- Use impact data to strengthen the Trust's communications, working closely with colleagues in Awards and Communications.
- Lead on impact reporting to the Trust's funding partners.

Partner relationship management

- Develop the Trust's models and principles of partnership to help partners understand the Trust's offer and terms of engagement.
- Develop the Trust's approach to the management of external funding partners, ensuring that partner engagement activity is planned and implemented effectively.
- Build and maintain productive relationships with a diverse network of partners including trusts, foundations, governments, and individual philanthropists.
- Develop and maintain a strong understanding of partner priorities. Share knowledge and insights effectively with internal and external stakeholders as appropriate.
- Identify opportunities for deeper collaboration and expanded partnerships over time.
- Represent the Cambridge Trust at relevant meetings, events, and networking opportunities and lead on the briefing of the Senior Leadership Team for partnership engagement.

Partnership agreements

- Coordinate negotiations with new and existing partners to secure significant financial commitments and mutually beneficial agreements.
- Lead the renewal cycle of existing partnership agreements.
- Ensure all agreements are aligned with the Trust's values, awarding principles and legal framework.
- Assess and manage partnership risks by ensuring rigorous due diligence on potential partners, identifying legal, financial, and reputational risks. Work cross-functionally to implement mitigation strategies and ensure compliance with internal policies and regulatory requirements.

Market intelligence and reporting

- Maintain an up-to-date understanding of the donor landscape, including trends in giving and in impact measurement.
- Track and report on progress in partnership development and delivery, impact and alumni using key performance indicators.

Collaboration and operational excellence

- Produce high-quality briefings for senior leadership, drawing on data to inform and support decision-making.
- Actively contribute to a collaborative and high-performing team environment.
- Coordinate and collaborate as appropriate with key colleagues across the Collegiate University to harness synergistic opportunities in alumni, impact and partnerships.



Experience, skills and knowledge

Experience

- Project/programme management: experienced in taking a product or programme from concept stage into planning, implementation and review. (Essential)
- Leading or contributing to the development and implementation of Monitoring and Evaluation methods. (Essential)
- Proven track record of success in partnership development within the non-profit, higher education, or international development sectors. (Essential)
- Experience in successful contract negotiation. (Essential)
- Using impact evidence to shape compelling communications for a variety of audiences. (Desirable)
- Managing a network of alumni, partners or other stakeholders. (Desirable)

Skills and knowledge

- Capable and proactive in developing flexible work plans, delivering against them and reporting, with the ability to manage multiple priorities simultaneously.
- Applied knowledge of Monitoring and Evaluation tools and methods.
- Highly skilled in strategic thinking, market analysis, and identifying new opportunities.
- Excellent communication skills – able to interpret complex data and communicate it effectively to a variety of audiences, with meticulous attention to detail.
- Strong presentation and public speaking skills, capable of articulating complex information clearly and persuasively.
- Exceptional interpersonal skills, with the ability to build rapport and influence at all levels.
- Understanding of and confidence in using CRM systems (e.g., Raiser's Edge, Salesforce), Microsoft Office Suite, and data visualisation tools.
- Strong understanding of the policy and donor environment and trends in philanthropic and corporate giving.

Personal qualities

- Confident in taking ownership of a workstream.
- Collaborative, with the ability to work effectively with internal colleagues and partners to achieve shared goals, and a willingness to share knowledge.
- Curious, willing to learn, willing to suggest new or improved ways of doing things.
- Self-motivated, proactive, solution-focused and results-oriented with a strong sense of initiative.
- High level of integrity, professionalism, and discretion.
- Politically and culturally sensitive.
- Resilient, adaptable and able to work effectively under pressure.
- Interest in education and research, and a strong commitment to the mission and values of the Cambridge Trust.

Qualifications & education

- Educated to degree level in a relevant discipline, or equivalent professional experience. (Essential)
- Evidence of commitment to continuous professional development e.g. relevant professional qualifications in fundraising or business development, soft skills development. (Desirable)



Benefits

c. £60,000

Generous package of benefits

Other things you need to know

We aim to have the team working in our office in central Cambridge most of the time but will always consider the best way of working to achieve what is needed for both the Trust and the individual.

Occasional out-of-hours work will be required.

How to apply

Please submit your CV and a cover letter of no more than 800 words, describing your motivation for this role and your relevant skills, knowledge and experience.



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