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**Head of Corporate Partnerships**

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| **Job grade** | **Grade 6** | **Reports to** | **Director of Development** |
| **Directorate** | **Fundraising** | **Function** | **Corporate Partnerships**  |
| **Contract**  | **Permanent**  | **Location** | **Regent’s Park** |

**Responsibility for resources**

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| **Direct line reports** | **Corporate Partnerships Manager, Corporate Partnerships Officer** | **Responsibility for other resources** | **Income generation with expectations of 6 and 7 figure partnerships** |
| **Financial resources** | **£1.5m income target in 25-26 with growth ambitions.** |

**Our vision and mission**

The Zoological Society of London (ZSL) is an international conservation charity, driven by science, working to restore wildlife in the UK and around the world. Our vision is a world where wildlife thrives and every role, every person in every corner of ZSL has one thing in common – we are all passionate about restoring wildlife.

**Purpose of the role**

As Head of Corporate Partnerships, the role will have a primary focus on fundraising income growth through developing strategic Corporate Partnerships aligned with the exciting ambitions of ZSL. You will be a strategic, results-driven leader with a passion for building impactful corporate partnerships. You are responsible for leading and implementing the Corporate Partnership strategy, coaching and directing team members to cultivate and steward high-value corporate partnerships. This role will substantively grow our corporate partnership portfolio and inspire the team to deliver against ambitious plans.

Working closely with the Director of Development, as well as wider key stakeholders across ZSL, to identify, secure, and nurture high-value corporate relationships, the Head of Corporate Partnerships will play a pivotal role in driving funding and resource acquisition, enhancing ZSL's ability to achieve its mission and deliver on our ambitions for the future.

**Key responsibilities**

* Strategic Leadership for the Team: Provide strategic leadership to the Corporate Partnerships team, ensuring alignment with ZSL's long-term fundraising and partnership goals. Lead the development of team strategies that drive innovation, growth, and a collaborative culture within the department, as well as providing guidance and support to ensure the success of team members, building a collaborative and supportive environment for people to thrive.
* Lead New Business Development: Draw on research to create a healthy pipeline, engaging new prospects and of developing positive relationships at senior levels. Identify and secure new corporate partnerships that align with ZSL's strategic goals, as well as commercial priorities.
* Strategic Partnership Development: Develop and implement innovative partnership models to attract and retain high-value (£1m+) corporate partners and provide unique opportunities for ZSL to raise its profile to new audiences.
* Spokesperson: represent the ZSL brand in public to corporate Board level representatives, inspiring confidence in partners by demonstrating credibility, knowledge and professionalism.
* Account Management: Oversee a small number of relationships with high-level partners, ensuring best-in-class account management at all times, as well highest standards of delivery of agreed benefits to our partners.
* Corporate Membership: Grow the Corporate Membership programme – led by Corporate Partnerships Officer - ensuring exceptional experiences, value for members and a healthy ROI for ZSL
* Internal Collaboration: Work collaboratively with internal stakeholders across ZSL to identify opportunities to collaborate, leading to enhanced partnerships and strengthening our opportunities to partner.
* Performance and Financial Oversight: Set and monitor income and expenditure budgets, as well as performance metrics to ensure alignment with organisational goals. Ensuring careful cost benefit analysis of corporate products/volunteering etc.
* Compliance and Reporting: Ensure that all Corporate Partnerships meet the requirements of ZSL’s Ethical Engagement Policy and Guidelines, conducting Due Diligence on all new partners and on an ongoing basis for current partners. Maintain accurate records and reporting through our CRM.

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

**Person Specification**

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| Knowledge and Skills |
| Essential | * Proven experience of strategic corporate partnerships new business, including identifying, engaging, developing and managing strategic corporate partnerships with a track record of delivering income of seven figure and six figure partnerships.
* Proven ability to demonstrate strategic planning and implementation of innovative partnership models and strategies, evidencing how you’ve created a step-change in corporate income.
* Previous experience in leading and developing teams, with a strong emphasis on coaching and supporting less experienced staff.
* Proven experience in managing high-value partner relationships, ensuring excellent service and value delivery.
* Strong ability to influence senior stakeholders and work across a complex organisation, engaging with multiple stakeholders who have income generating responsibilities.
* Experience in monitoring and reporting on income and expenditure, ensuring alignment with budgetary plans.
* Excellent verbal and written communication skills, with the ability to present to and influence senior stakeholders, prospects and partners.
* Knowledge of relevant regulations and policies, ensuring all partnership activities are compliant.
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| Desirable  | * Understanding of the conservation, science, and education sectors, particularly related to ZSL’s mission and goals.
* Familiarity with Tessitura CRM systems
* Understanding of complexities of a large visitor attraction and the mixture of commercial income generating opportunities
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| Experience |
|  | * Proven track record of securing and managing high-value, multi-year corporate partnerships (£1m+), including both sponsorship and strategic partnerships.
* Substantial experience in new business development, with the ability to develop pipelines, engage senior stakeholders, and close complex deals that align with organisational values and commercial goals.
* Experience of leading and developing high-performing teams, including strategy setting, coaching, and performance management, with a collaborative and inclusive leadership style.
* Experience of working with senior-level stakeholders, both internally (e.g., Executive Teams, Trustees) and externally (e.g., C-suite level contacts at major corporates), with strong influencing and negotiation skills.
* Strong experience of strategic planning and financial management, including setting and monitoring budgets, forecasting income, and evaluating cost/benefit of corporate fundraising initiatives.
* Experience of designing and delivering tailored partnership propositions, including cause-related marketing, employee engagement, sponsorship, and brand-led collaborations.
* Demonstrated experience of cross-organisational collaboration, working effectively with multiple internal teams to leverage organisational assets and align partnership delivery.
* Experience of using CRM systems for pipeline management, income tracking, and reporting purposes.
* Strong understanding of fundraising compliance, ethical considerations, and reputational risk management in the context of corporate fundraising.
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| Additional requirements |
| Essential | * This post is a blended role for office and home working; some travel to Zoo sites will be required.
* This post requires occasional work during evenings and/or and weekends.
* Strong commitment to creating a culture that lives ZSL values and commitment to safeguarding, equality and diversity (collaborative, inspiring, inclusive, innovative, impactful and ethical.
* To comply with and promote Health and Safety policies and procedures.
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