

HEAD OF BUSINESS DEVELOPMENT & INNOVATION

Recruitment Pack

June 2026



A WELCOME FROM OUR CEO, ADRIAN TALLON



Thank you for your interest in joining CatZero. I'm delighted that you are considering becoming part of our team at such an important and exciting stage in our journey.

Since 2008, CatZero has supported thousands of people across the Humber region to overcome challenges, build confidence, and create positive futures for themselves and their families. Through our unique combination of personal development, family support and sailing experiences, we work alongside people to create lasting change.

We are entering an ambitious new phase for the organisation, strengthening our long-term sustainability, expanding our reach, and developing innovative partnerships and programmes that enable us to support even more people across our communities.

This role will play a key part in shaping that future. As Head of Business Development & Innovation, you will help drive CatZero's growth by developing new partnerships, expanding income streams, and identifying opportunities that increase both our impact and our resilience.

At CatZero, you will join a passionate and committed team that cares deeply about the people and communities we serve. We are ambitious for the future, proud of our roots, and committed to creating opportunities that genuinely change lives.

If you are excited by the opportunity to help grow a purpose-driven organisation with a strong reputation and ambitious plans for the future, we would love to hear from you.

Adrian



ABOUT CATZERO

CatZero is a truly unique charity delivering lasting personal change across the Humber region. While most of our delivery is on land, focusing on developing the skills needed for participants to achieve their goals, our sailing activities build self-esteem, confidence and resilience that our participants can take with them on their next step.

CatZero's impact and achievements continue to be recognised across the region. In 2025, the charity was proudly named Charity of the Year at the Hull and East Yorkshire Business Awards, recognising the life-changing work delivered across our communities. Also in 2025, at the HullBID awards, we were successful in the Commitment to Health and Wellbeing category. Recently, Danny Watson, our Director of Sailing and Co-Founder, received the Special Recognition Award at the inaugural HEY Charity Awards in acknowledgement of his outstanding dedication and contribution to the sector.

Alongside this recognition, our impact continues to be evidenced through independent analysis. Our latest Social Value Engine report demonstrated that for every £1 invested into CatZero, we generate £8.04 in social value. Overall, our programmes created more than £6.1 million in social value, highlighting the significant and lasting difference CatZero makes to individuals, families and communities across the region.

Our delivery is built around trust, embodied by our mantra 'Once CatZero, Always CatZero', which reinforces our lifetime commitment to those participants that have been through our programmes.



THE ROLE

This newly created role, the Head of Business Development & Innovation, reflects both the growing demand for CatZero's services and our ambition to increase our impact across the Humber region. Too many young people are not in education, employment and training (NEET), while increasing numbers of families are experiencing complex challenges that affect their wellbeing, resilience and future opportunities. We believe more people could benefit from CatZero's support, and we are seeking an ambitious and driven individual who can help us respond to this need at scale.

The postholder will lead the development of new partnerships, funding opportunities and innovative initiatives that strengthen CatZero's long-term sustainability and expand our reach. Working across corporate partnerships, trusts and foundations, commissioned services, community fundraising and wider strategic collaborations, they will identify opportunities to diversify income, build influence and enable CatZero to support more people across the region.

Working closely with the Chief Executive and senior team, the successful candidate will combine strategic thinking with practical delivery to drive sustainable organisational growth. This is an opportunity to play a central role in shaping CatZero's future, ensuring that income growth, partnerships and innovation remain aligned with our values, delivery capacity and ambition to create lasting change for individuals, families and communities.



DUTIES



Income Strategy & Leadership

- Develop and deliver CatZero's income generation and business development strategy, setting and achieving agreed annual and multi-year targets aligned with the organisation's priorities.
- Oversee income forecasting and pipeline management, identifying and securing new funding opportunities that support sustainable organisational growth.
- Work closely with the Chief Executive and Management Team to identify strategic opportunities that strengthen CatZero's impact, sustainability and reach.
- Monitor external trends, funding landscapes and partnership opportunities to inform strategic development and future growth.
- Represent CatZero externally with partners, networks and stakeholders to strengthen relationships and identify new opportunities for growth.

Innovation and Opportunity Development

- Identify and develop innovative opportunities that expand CatZero's programmes, partnerships and income streams.
- Explore and develop new delivery models, collaborations and markets that build on CatZero's strengths and brand.
- Work with the programme managers to pilot, evaluate and scale initiatives that expand CatZero's programmes and increase organisational impact.
- Champion a culture of opportunity and innovation across CatZero, encouraging ideas that strengthen organisational sustainability.

Corporate Partnerships

- Develop and implement a structured corporate partnership strategy, identifying and securing new partners locally, regionally and nationally.
- Negotiate and manage partnership agreements, ensuring alignment with CatZero's values and delivery capacity.
- Lead relationship stewardship to maximise retention, sponsorship growth and long-term collaboration.

Trusts, Foundations & Commissioned Income

- Lead the identification and development of funding opportunities from trusts, foundations and commissioners.
- Oversee the preparation and submission of high-quality bids, proposals and cases for support.
- Maintain a forward-looking funding pipeline and ensure timely, high-quality reporting and relationship management with funders.

Community Fundraising & Public Engagement

- Develop and oversee community fundraising initiatives, campaigns and supporter engagement activity.
- Support and grow individual and group fundraising participation to strengthen public support and income diversification.

Marketing & Communications

- Work in partnership with the Marketing Manager to ensure communications, case studies and external representation support income growth and brand positioning.

Data, Systems & Compliance

- Oversee CRM systems and ensure accurate recording of income, pipeline activity and supporter engagement.
- Ensure compliance with fundraising regulation, GDPR and financial reporting requirements, working closely with the Business & Finance Manager.

Senior Leadership & Cross-Organisational Working

- Act as a member of the Management Team, contributing to organisational strategy and decision-making.

QUALIFICATIONS, KNOWLEDGE & SKILLS REQUIREMENTS

Essential

- Proven experience in business development, income generation, partnerships or fundraising at a senior level.
- Demonstrable experience of developing and delivering successful income generation strategies or growth plans.
- Demonstrable ability to identify and develop innovative opportunities, partnerships or approaches that support organisational growth and sustainability.
- Proven track record of securing funding, partnerships or commercial opportunities that generate sustainable income.
- Strong relationship-building and influencing skills with senior leaders, partners, funders and stakeholders.
- Experience of producing financial forecasts, pipeline reports and performance updates.
- Strategic thinking ability combined with strong organisational and project management skills.
- Excellent written and verbal communication skills, including the ability to present complex ideas clearly.
- Ability to work collaboratively across departments and functions to support programme growth.

Desirable

- Experience within a youth, employability, maritime or community-based organisation.
- Knowledge or experience of commissioning processes, social value frameworks or public sector funding.
- Experience developing corporate partnerships or strategic collaborations.
- Experience managing staff or leading cross-functional teams.
- Knowledge of the Humber region's business, civic and funding landscape.

Additional Requirements

- Willingness to undertake occasional out-of-hours work as required.
- Attendance at management meetings and trustee meetings as required.
- Undertake any other duties commensurate with the level of the role.

HOW TO APPLY

Application by email to:
adrian@catero.org

BENEFITS

- 25 days holiday plus recognised bank holidays
- Flexible Working
- Close down over Christmas
- Enhanced HR policies
- Family friendly - flexible policies around leave
- Opportunities to sail on board CatZero
- Family Discounts for sailing
- Access to Health Assured support and advice, including counselling

TERMS

Reporting to:
Chief Executive

Salary:
£47,500

Location:
Office based –
Hull or Grimsby,
with regular travel
across the region

Closing Date:
29th June 2026, 12 noon

Interview Date:
8th July 2026

Hours:
37 hours a week

Starting Date:
ASAP



HULL OFFICE

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GRIMSBY OFFICE

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