

HEAD OF BUSINESS DEVELOPMENT & GROWTH

Recruitment Pack

September 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 now entering an ambitious new phase for the organisation. The need for our work has never been greater, while our reputation, experience and track record give us a strong platform from which to grow. We want to reach more people, develop stronger partnerships and build the diverse and sustainable income we need to increase our impact across the Humber.

This role will play a central part in making that happen. As Head of Business Development & Growth, you will lead the development of new partnerships, income streams and opportunities that support CatZero's long-term growth and sustainability. Working closely with the Chief Executive and senior team, you will help identify where our greatest opportunities lie and turn those opportunities into sustainable growth.

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 ambitious, entrepreneurial and 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 distinctive charity delivering lasting personal change across the Humber region. We work alongside people to help them overcome challenges, build confidence and develop the skills, resilience and opportunities they need to create positive futures for themselves and their families. While most of our programmes are delivered on land, our sailing activities remain a powerful and distinctive part of the CatZero approach, helping participants build self-esteem, confidence and resilience that they can carry into their next steps.

Our impact and achievements continue to be recognised across the region. In 2025, CatZero was named Charity of the Year at the Hull and East Yorkshire Business Awards, recognising the life-changing work delivered across our communities.

Our impact is also evidenced through independent analysis. Our latest Social Value Engine report demonstrated that for every £1 invested in CatZero, we generate £8.04 in social value. Across our programmes, this represented more than £6.1 million in social value, demonstrating the significant and lasting difference our work makes to individuals, families and communities across the region.

At the heart of our approach is trust and the belief that our relationship with participants does not simply end when a programme finishes. Our mantra, 'Once CatZero, Always CatZero', reflects our commitment to the people who come through our programmes and the lasting relationships we build with them.



THE ROLE

This newly created role, the Head of Business Development & Growth, 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



Growth Strategy & Leadership

- Lead and deliver CatZero's business development and growth strategy, setting and achieving agreed annual and multi-year targets aligned with our strategic priorities.
- Work with the Chief Executive and Management Team to identify and prioritise growth opportunities, ensuring they align with CatZero's mission, capacity and ambitions.
- Develop plans to grow CatZero's reach, income, partnerships and influence across the Humber and beyond.
- Monitor external trends, policy, funding landscapes and market opportunities to identify emerging opportunities and risks.

Income Generation & Diversification

- Lead the development and diversification of CatZero's income, across corporate partnerships, trusts and foundations, commissioned services, community fundraising, individual giving and other appropriate sources.
- Develop and maintain a strong, forward-looking income pipeline, balancing short, medium, and long-term opportunities against agreed priorities and targets.
- Identify, develop and secure new funding and income-generating opportunities that enable CatZero to expand its reach and impact.
- Lead the development of high-quality bids, proposals, cases for support and partnership propositions, clearly communicating CatZero's impact and value.
- Work with the Business & Finance Manager to forecast income, monitor performance and assess the financial sustainability of growth opportunities.

Partnerships & Business Development

- Develop and implement a corporate partnership strategy, identifying and securing new partners locally, regionally and nationally.
- Build and maintain strong relationships with businesses, funders, commissioners, public sector and strategic partners.
- Develop and lead strategic partnerships and collaborations that increase CatZero's income, reach, reputation and impact.
- Identify and develop innovative approaches, new markets and delivery models that create opportunities for growth.
- Work with programme managers and the wider leadership team to develop, test and scale new opportunities, ensuring they are aligned with delivery capacity, values and participant needs.
- Negotiate and manage partnership agreements, maximising retention, renewal and longer-term investment.

Profile, Performance & Influence

- Work with the Marketing Manager to ensure CatZero's profile, communications and impact evidence support business development and strategic positioning.
- Represent CatZero externally, building profile, influence and relationships that contribute to growth.
- Maintain effective business development and CRM systems, ensuring opportunities are qualified, prioritised, progressed and recorded.
- Contribute as a member of the Management Team to organisational strategy, decision-making and sustainable growth.

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.

Desireable

- 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

CV and covering letter by email to:
adrian@catzero.org

BENEFITS

- 25 days holiday plus 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

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

Hours:
37 hours/week.
Flexible or reduced hours considered

Salary:
£47,500

Closing Date:
2nd October, 12noon

Interview Date:
13th October

Starting Date:
ASAP





HULL OFFICE

2B Humber St,
Hull
HU1 1TG

GRIMSBY OFFICE

The Business & Digital Hub,
Freeman Street Market,
Grimsby,
DN32 7DS