

Head of Partnerships Delivery

**Role Purpose**

The Head of Partnerships Delivery plays a vital leadership role in the RSPB’s mission to tackle the nature and climate emergency. Reporting into the Head of Business Engagement, you will oversee and grow a portfolio of multi-million-pound, strategic corporate partnerships, and ones that have the potential for this, ensuring they deliver both significant income and deep impact for nature.

You will lead a team of talented partnership professionals, with a strong focus on supportive, people-first leadership – creating a high-performing, collaborative and empowered team culture that drives excellence in delivery and is committed to maintaining a wider Business Engagement team.

Working closely with the Head of New Business (responsible for securing new partners) and the Head of Business Practice and Advocacy (responsible for driving partner impact), you will take ownership of developing, deepening and expanding existing relationships – ensuring each one delivers tangible value for both the RSPB and our partners.

This role is central to delivering our Business Engagement Plan, and RSPB Strategy which focuses on:

* Investing in nature at scale
* Driving sustainable business practice
* Influencing policy and systemic change
* Reaching new audiences and generating awareness and income through customers, employees and B2B engagement

You’ll bring strategic insight, commercial acumen, and people-centred leadership to help realise our ambition of raising £15 million by 2030 through corporate partnerships – fuelling frontline conservation and helping shape the future of responsible business in the UK.

**Key Responsibilities**

* **Strategic Partnership Growth**
Lead the development and delivery of high-value, multi-faceted corporate partnerships with businesses like Tesco, Ella’s Kitchen and Co-op, ensuring strong performance, shared ambition, and measurable impact for nature.
* **Income and Impact**
Drive income growth and unlock new value from existing partners – including funding for restoration, nature projects, biodiversity in supply chains, engaging with business customers and employees’ and behaviour change initiatives.
* **Team Leadership**
Lead, support and inspire a team of passionate partnership managers. Take a people-first approach to leadership, fostering a collaborative, inclusive and high-performing culture that enables team members to thrive and grow and to build the unity of all team members across Business Engagement..
* **Partner Leadership and Innovation**
Act as a senior advisor and strategic lead for our most influential partnerships – shaping long-term plans that deliver shared goals.
* **Cross-organisational Collaboration**
Work across internal teams – including Global Conservation, Country teams, Fair to Nature, Policy & Advocacy, Finance and Communications – to integrate technical expertise and policy influence into our partnerships.
* **Organisational Leadership**
Play an active leadership role across the Business Engagement team and wider RSPB, helping evolve our approach to corporate engagement and championing the role of business in nature recovery.

**Key Relationships**

Internal:

* Head of Business Engagement (Line Manager)
* Head of New Business and Impact
* Head of Business Practice and Advocacy
* Head of Fair to Nature
* Country Teams, Global Conservation, Conservation Investment, Communications, Finance

External:

* Senior stakeholders at major corporate partners
* Partnership delivery teams across a range of business sectors

**Skills and Experience**

We’re looking for someone who brings:

* A proven track record of leading and growing high-value, strategic partnerships – ideally at a multi-million-pound scale
* Strong strategic and commercial thinking, with the ability to balance income generation and mission-driven impact
* Experience of influencing and engaging senior stakeholders, both internally and externally
* A collaborative, empowering leadership style with a people-first approach and commitment to building high-performing teams
* Passion for nature and an ambition to shape how business contributes to environmental recovery
* Experience of leading a team