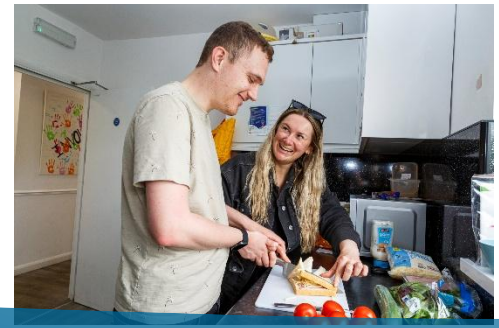




Enterprise Dual Site Manager



28 Hours per week



Enterprise Employment and Partnerships Manager



Enhanced DBS



Qualifications needed



Multi-site across Brandon Trust Enterprise Locations

Purpose:

The purpose of this role is to lead, develop and strengthen multiple Brandon Trust social enterprises across different geographical locations. The Cluster Manager ensures each enterprise delivers sustainable business performance, consistent operational standards and meaningful opportunities for adults with learning disabilities and autistic people. Through effective leadership, coaching and partnership working, the role supports enterprise teams to grow income, improve social impact, build capability and deliver outcomes aligned with Brandon Trust's strategic priorities.

Objectives:

Enterprise Leadership and Operational Delivery

- Lead multiple Brandon Trust social enterprises across different locations, ensuring each one is well-managed, outcome-focused and aligned with organisational priorities.
- Provide clear direction, expectations and support to Project Leaders, managers and enterprise teams so they can deliver consistent day-to-day operations.
- Ensure effective planning, prioritisation and coordination across sites to maintain business continuity, safe operations and efficient use of resources.
- Hold regular management and team meetings to review objectives, priorities, performance and progress.

Business Growth and Sustainability

- Deliver business plans, growth plans and sustainability strategies for assigned enterprises in partnership with the Enterprise Manager, Project Leaders and relevant managers.
- Monitor income, customer engagement, operational effectiveness and commercial performance, identifying opportunities to improve, diversify and grow each enterprise.
- Lead business improvement projects, enterprise development initiatives and service changes that strengthen long-term sustainability.
- Produce clear monthly, six-monthly and annual reports, reviews and development plans that demonstrate progress, risks, achievements and next steps.

Social Impact and Meaningful Opportunities

- Ensure enterprises create meaningful training, work experience, volunteering and employment opportunities for adults with learning disabilities and autistic people.
- Balance commercial performance with social value, ensuring enterprise activity contributes to confidence, skills, independence and inclusion for the people Brandon Trust supports.
- Work with enterprise teams to evidence social impact and use this insight to improve outcomes, customer experience and future opportunities.
- Build positive links with local communities, customers and partners to increase inclusion and widen opportunities for participation.

People Leadership and Team Development

- Coach, mentor and develop Project Leaders, managers and aspiring leaders so they have the confidence, capability and accountability to lead effectively.
- Promote a culture of collaboration, accountability, continuous improvement, innovation and high performance across all enterprise teams.
- Support geographically dispersed teams to communicate effectively, share learning and apply consistent standards across locations.
- Work collaboratively with colleagues across operations, finance, HR, marketing, property and quality teams to support enterprise success.

Quality, Compliance and Risk Management

- Promote consistent operational standards, quality assurance, customer experience and health and safety compliance across all enterprise sites.
- Identify and respond to operational, financial, staffing and reputational risks, escalating concerns and taking action where appropriate.
- Support Project Leaders and managers to maintain accurate records, meet organisational requirements and prepare for audits, reviews or inspections.
- Ensure enterprise activity is delivered safely, responsibly and in line with relevant Brandon Trust policies and procedures.

Change, Integration and Stakeholder Engagement

- Support the successful transition, integration and development of new or changing enterprises within Brandon Trust's enterprise portfolio.
- Lead and contribute to enterprise development projects that improve performance, consistency, customer experience and social impact.
- Build effective relationships with customers, stakeholders, support teams, local communities and external partners to support growth and sustainability.
- Work closely with the Enterprise Manager and senior leaders to deliver organisational objectives and respond to future portfolio growth.

Key Relationships

- Head of Enterprise and Retail
- Enterprise Manager
- Social Media Coordinator
- Supported employment agencies
- Community partners and local organisations

Skills and behaviours you need for this role

CORE SKILLS

Skill	Level required for role					What this means
Data Literacy						People at this level can use data tools and follow GDPR rules to help understand what is happening in the organisation.
Digital Skills						People at this level use a range of digital tools and follow online safety rules to help their team work smoothly and safely.
Governance and Compliance						People at this level use governance and compliance rules in their daily work to help keep the organisation safe and responsible.
Commercial Awareness						People at this level lead financial planning and support responsible budget management. They make sure money is used wisely and in line with organisational goals. Budget Control: Responsible for budget setting, tracking, and reporting for their area, ensuring financial efficiency and accountability
Health and Safety						People at this level use health and safety rules in their everyday work and help maintain a safe and healthy environment.
Inclusion						People at this level use inclusive behaviours in everyday work and make sure others feel welcome and involved.

BEHAVIOURS - VALUES

Behaviour	Level required for role					What this means
Equip						People at this level manage preparation and consistency with confidence. They support others in adopting effective practices and ensure that tools and information are accessible and reliable.
Involve						People at this level consistently involve and engage others, creating an environment where collaboration, inclusion, and shared decision-making are the norm.
Support						People at this level actively support, advocate for, and empower others. They help create a workplace where people feel valued, included, and confident in their abilities.
Recognise						People at this level consistently demonstrate excellent listening, communication, and responsiveness, ensuring clarity in all interactions.
Challenge						People at this level proactively take ownership, embrace change, and encourage innovation in their teams and work.

SPECIALIST SKILLS

Skill	Level required for role					What this means
Social Enterprise Management						People at this level lead social enterprises that balance commercial performance with social value, ensuring sustainable and meaningful opportunities for people supported by Brandon Trust.
Multi- Site Operations						People at this level coordinate activities across multiple locations, ensuring consistent standards, communication, performance and compliance across geographically dispersed teams.
Enterprise Growth and Development						People at this level identify, develop and implement opportunities to improve, diversify and grow existing enterprises and support the development of new enterprise opportunities.
Social Impact and Meaningful Opportunities						People at this level ensure enterprise activities provide meaningful opportunities for people supported by Brandon Trust to develop skills, confidence, independence and pathways towards employment.
Community and Stakeholder Engagement						People at this level build and maintain effective relationships with customers, community partners, stakeholders and local

						organisations to strengthen enterprise performance and increase opportunities.
Business planning and performance						People at this level use financial and operational information to monitor performance, deliver business plans and achieve agreed sustainability, growth and performance objectives.
Quality and Compliance						People at this level promote high standards of customer experience, operational practice, quality assurance, health and safety and compliance across all enterprise activities.
Project Change Management						People at this level support and implement enterprise improvements, new initiatives and service developments, ensuring change is effectively managed and embedded within enterprise operations.

COMPETENCIES (Managerial)

Behaviour	Level required for role					What this means
Coaching and mentoring						People at this level give structured coaching and mentoring to help employees develop skills and confidence.
Team Building						People at this level lead high-performing teams by strengthening collaboration, supporting team development, and building strategies that help teams work well together.
Performance Management						People at this level build a performance-focused culture. They provide structured support, address underperformance early, and help employees achieve their best work.
Employee engagement						People at this level design and lead engagement approaches that build motivation, strengthen trust, and support high team performance.
Workforce planning and Development						People at this level lead workforce planning and development. They help ensure the organisation has the right skills and talent for the future.
Conflict Resolution						People at this level handle complex conflicts, support others to resolve disagreements, and help create a workplace culture where issues are dealt with constructively.
Inclusive Leadership						People at this level show inclusive behaviour every day and help create fairness and respect within their team.
Empowerment and delegation						People at this level delegate tasks effectively and help others build skills, confidence, and independence.
Psychological safety and wellbeing						People at this level help create a positive team environment where psychological safety and wellbeing are supported every day.

