

BUSINESS DEVELOPMENT MANAGER – EARLY CAREERS

SALARY: £32,000 – £40,000, salary depending on experience

HOURS: 37.5 hours per week

REPORTING TO: Head of Early Careers Business Development

LOCATION: Home-based with extensive travel to centres and Head Office

CONTRACT: Fixed term, 12 months. Start 1st October 2026

THE JOB (IN A NUTSHELL):

An amazing opportunity to be part of a UK charity with a bold social purpose - helping young people and early careers professionals discover more in themselves than they ever thought possible.

We're looking for a dynamic and motivated individual to grow and develop new long-term partnerships with employers across the UK, focusing on Apprentices, Graduates, and Future Leaders. You'll be helping businesses invest in the next generation of talent by connecting them with Outward Bound's experiential learning programmes that accelerate personal growth, resilience, teamwork, and leadership in early careers cohorts.

Your focus will be on building strong relationships, understanding workforce development needs, and positioning Outward Bound as the partner of choice for early talent development.

Occasional evening, weekend, and overnight work will be required as part of the role, including attending client visits, taster sessions, and visits to our Outward Bound Centres.

WHO WE'RE LOOKING FOR

You'll be a creative, results-driven team player with a strong understanding of early careers development and how experiential learning supports the transition from education to work. You'll have a proven business development background and experience in selling or promoting professional development solutions, graduate or apprenticeship training, or corporate learning programmes.

You'll thrive on networking and building relationships with HR, L&D, and talent development professionals, and you'll be excited by the idea of helping organisations future-proof their workforce through impactful outdoor learning experiences. You are someone who perseveres, never accepting silence or a lack of response as the end of the conversation.

You'll also have a passion for the outdoors and be aligned to Outward Bound's values of courage, integrity, and belief in young people's potential.

YOUR EXPERIENCE

- Excellent communications skills and the ability to build strong working relationships with internal and external professionals. A strong understanding of the apprenticeship and graduate development programmes, and talent pipelines.
- Highly organised with excellent attention to detail, able to manage multiple projects and maintain consistent follow-up.
- Confident in presenting to clients, with the ability to tailor messages to different audiences (HR, L&D, operational teams, senior leadership).
- Good negotiation and influencing skills.

- Experienced in LinkedIn / LinkedIn Sales Navigator for prospecting and building connections within early careers networks.
- Proficient in Microsoft systems and CRM tools.
- Knowledge of or interest in experiential learning, leadership development, and outdoor education is an advantage.

AREAS OF RESPONSIBILITY

- Secure mainly new and some key repeat business to meet personal, and team, quarterly and annual targets.
- Lead on developing new partnerships within key industry sectors for **Apprentice, Graduate, and Emerging Leader** programmes.
- Undertake client learning needs analysis to understand early career development goals and challenges.
- Produce compelling proposals that align Outward Bound programmes with organisational objectives.
- Represent Outward Bound at **early careers events, conferences, and employer network sessions**.
- Maintain accurate client records via our CRM system and ensure timely follow-up and reporting.
- Liaise with internal delivery and marketing teams to ensure client needs are met and opportunities are maximised.
- Drive new business through research, networking, referrals, and sector insights.
- Contribute ideas to help shape Outward Bound's **early careers strategy and offer** to stay relevant in a fast-changing employment landscape.

SETTLING IN PERIOD

There is a 3-month settling in period from contract start date.

HOW TO APPLY

If you are interested, please drop an email with a up to date CV and covering letter of no more than 1 A4 page to Sarah Shutt, sarah.shutt@outwardbound.org.uk

The closing date is 9am on Monday 27th July 2026.

First interviews will take place on 6th / 7th August 2026. virtually.

Second interviews will be held on 19th August 2026.