



The Youth Endowment Fund Head of Change – Education Full time

Reports to: Director of Change

Salary: £64,000

Contract: 2-year fixed term – potential to extend

Location: Central London, Hybrid*

About the Youth Endowment Fund

We're here to prevent children from becoming involved in violence. We do this by finding out what works and building a movement to change things.

In recent years, violent crime involving children has increased. This is a tragedy. Every child is an important member of our community and society has a duty to protect them.

The Youth Endowment Fund (YEF) is a charity with a £200m endowment that exists to prevent children from becoming involved in violence. We will achieve this by finding out what works and building a movement to put this knowledge into practice. We do this by funding, evaluating and then spreading the very best work on reducing youth violence across England and Wales.

YEF funds research and trials to find what works to reduce youth violence. We use this evidence to work for lasting change that will improve the lives of children and young people most at risk. Our Change team does this by building excellent relationships and sharing evidence of what works with organisations and key individuals across the public, private, third sectors and local communities. We work with partners who are committed to using evidence to make positive change for children and young people.

Key responsibilities

We're making good progress building the evidence of what works within and around schools, colleges and alternative provision to reduce violence. But the big risk is that nothing changes. That's where you come in. Your role is to identify the



best way to make change happen, win people over, build alliances and make things better for the children we exist to serve. You will do this by:

- Developing great relationships with policy makers, sector leaders and experts, including representing YEF in external meetings and speaking at events.
- Working out the most effective ways to connect people with the evidence, then making those things happen, from putting on a brilliant conference to regular virtual learning events.
- Leading our work to build coalitions and deliver tangible change in two focus areas: 'Presence in Schools' and 'Neighbourhoods'. This will involve:
 - Understanding what the evidence tells us and where there are gaps that we need to fill.
 - Shaping our understanding of what works and opportunities for change by engaging with people who deeply understand education, including with young people and families with lived experience.
 - Building and managing coalitions, including the Strategic Advisory Group, which brings together experienced senior leaders across education. You can read about our first Strategic Advisory Group [here](#).¹
 - Work with the Strategic Advisory Group to identify the best opportunities for change in the schools, colleges and AP that will lead to less violence.
 - Mapping out the levers for change, then designing and delivering plans to make them happen.
 - Working through coalitions, one-on-one relationships and funded partnerships to deliver the changes that have been identified.
 - Building relationships and securing co-funding from other large funders to increase the scale and impact of our work and our impact beyond the life of YEF.
- As a senior member of staff in the organisation you will also:

- Build a culture where it is natural to perform well and support colleagues brilliantly.
- Contribute to setting the strategy, delivering results and building and modelling the culture that we need to succeed.

About you

You are this sort of person: We would like to hear from you if you have the following:

- ***You are fascinated about change and are experienced in making it happen.*** You have outstanding analytical judgment alongside the emotional intelligence and experience needed to identify the right opportunities for change, then make them happen. You understand why people find change difficult. You come alive talking about how people make decisions and why they do the things they do.
- ***You believe in the importance of using evidence to inform violence prevention and enjoy sharing evidence to inform others.*** You have a keen interest in learning from research, identifying key findings and sharing these insights with people working in various sectors and organisations. You tailor your style and content to ensure evidence is understood and used.
- ***You understand the education sector.*** You really understand how headteachers and teachers think. You have experience working in/with education settings, ideally those that work with young people who are vulnerable to or involved in violence. You might have previous experience supporting schools to develop violence reduction programmes or strategies.
- ***You write in a way that people easily understand.*** You have that rare skill of writing in plain English. You have experience of translating complex information into plain writing that everyone can understand.
- ***You have excellent project and time management skills*** and the ability to deliver high-quality work in a fast-paced environment. You can work independently and to a high standard.

- ***You win people over.*** People tend to warm to you and respect you. You have built good relationships with very senior people and with very junior people. You're good at chairing meetings, connecting people and having good introductory meetings. You're comfortable talking to a government minister, a youth worker, a company CEO, a teacher and a 15-year-old student. Listening to people from all backgrounds matters to you.
- ***You are an excellent strategic thinker.*** People say that you're good at seeing the big picture. You have experience of wrestling into place a strategy for a project or organisation. You're good at thinking logically but you are also creative. You have ideas but are happy rejecting a lot of them. You like seeing things from different points of view.
- ***You learn fast but remain humble.*** You're very quick at getting your head around things. You like learning. You're very good at synthesising information. You know how much you don't know. You know that you can learn more. You know that it's easy to assume you know when you don't. You care more that good things happen than who gets the credit. You're a great and supportive team player.
- ***You don't want your days to pass without making a difference.*** You want to play a significant part in reducing violence.
- ***You understand young people.*** You understand what the lives of vulnerable young people can be like and you understand some of the organisations that work with them, ideally through first-hand experience.
- ***You are committed to equality, diversity and inclusion.*** You believe and act in a way that celebrates and encourages a range of experiences, views and values.

You must have these sorts of qualifications/knowledge/skills/experience:

- ***Building partnerships or coalitions:*** You have significant experience in building partnerships or coalitions. You can show how these have been effective in delivering change.
- ***Working in or around the education sector,*** preferably in a role/setting specifically working with young people who are vulnerable to or involved in violence.

You might have this sort of experience:

- Supporting schools to develop violence reduction programmes or strategies.

While it's not a criterion, we're especially interested to hear from applicants who have lived experience of youth violence.

It's also important to us that the people we hire do not discriminate. We believe in being inclusive and giving everyone an equal chance to succeed. Applications are welcome from all regardless of age, sex, gender identity, disability, marriage or civil partnership, pregnancy and maternity, religion or belief, race, sexual orientation, transgender status or social economic background.

All appointments will be made on merit, following a fair and transparent process. In line with the Equality Act 2010, however, the organisation may employ positive action where candidates from underrepresented groups can demonstrate their ability to perform the role equally well.

Additional benefits include

£1,000 professional development budget annually, 28 days plus Bank Holidays, four half days for volunteering activities.

Hybrid working details

The office is based in Central London. Those living in and around London are expected to be in the office a minimum of 2 days per week. If you live outside of



London and work remotely, you'll be expected to work from the London office 2 days per month.

If you're interested

To apply, please send a CV and cover letter, and complete the monitoring form click on "[Apply for this](#)" button by **9:00am Tuesday 2nd January 2024**.

You should also include the contact details of two referees, one of whom must be your current or most recent employer. Referees will only be approached with your express permission.

This role is advertised as full time at 37.5hrs per week. As part of our commitment to flexible working, we will consider a range of options for the successful applicant. All options can be discussed at interview stage.

You will also be required to provide proof of your eligibility to work in the UK.

Interview process

Interviews will take place the week of the 15th January 2024

Personal data

Your personal data will be shared for the purposes of the recruitment exercise. This includes our HR team, interviewers (who may include other partners in the project and independent advisors), relevant team managers and our IT service provider if access to the data is necessary for performance of their roles. We do not share your data with other third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you. We do not transfer your data outside the European Economic Area.