



The Youth Endowment Fund Area Leaders Programmes Change Lead

Reports to: Head of Change for Children's Services and Neighbourhoods

Salary: £53,000 – £65,000 per annum, depending on experience

Location: Central London or Hybrid*^(see below)

Contract: (2-year fixed term – potential to extend)

Closing date for applications: 9:00am Monday 20th January 2025

Interview dates: week commencing 27th January and 3rd February

The wide salary range reflects our flexibility to tailor the role to the right candidate's experience, with the exact responsibilities and leadership level decided during the interview process.

About the Youth Endowment Fund

We're here to prevent children and young people becoming involved in violence. We do this by finding out what works and building a movement to put this knowledge into practice.

In recent years violent crime has risen significantly. Homicides, assaults, robberies and offences involving weapons have all seen sustained growth. We have also seen large increases in violent crime involving children and young people. This is a tragedy. Every child captured in these numbers 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 and a mission that matters. We exist to prevent children becoming involved in violence. Our mission is to find what works and build a movement to put it into practice. The Area Leaders Programme (ALP) is central to this mission. The ALP will transform how areas identify and support young people and places most vulnerable to violence, collaborate effectively, and deliver impactful interventions to better protect children from being drawn into violence. We are seeking an exceptional leader to drive the next phase of the ALP, scaling from a successful pilot in four Local Authorities to broader implementation across England and Wales.

Key responsibilities include:

The ALP Lead will oversee the expansion and delivery of the Area Leaders Programme, ensuring its effectiveness in increasing evidence-based decision-

making, commissioning, and multi-agency collaboration. You will provide strategic direction, operational oversight, and stakeholder engagement to support local authorities in reducing youth involvement in violence. This will include:

Programme Leadership and Delivery

- Lead the expansion of ALP from four pilot areas to 10 new local authorities from spring 2025.
- Develop and refine frameworks, tools, and resources to support effective identification of the people and places most vulnerable to violence, evidence-based commissioning, effective case management, and multi-agency collaboration.
- Ensure robust monitoring and evaluation processes to assess the impact and inform continuous improvement of the programme.
- Manage programme resources effectively, ensuring projects are delivered on time, within budget, and to high standards.

Stakeholder Engagement and Collaboration

- Build and maintain strong relationships with local authorities, safeguarding partnerships, community safety partnerships, and other stakeholders.
- Act as the primary ambassador for the ALP, representing YEF in discussions with partners and policymakers.
- Facilitate collaboration across diverse stakeholders to align priorities, overcome barriers, and promote evidence-based approaches.

Capacity Building and Support

- Provide strategic and operational support to senior multi-agency teams, empowering them to embed effective violence prevention practices.
- Lead capacity-building activities, including workshops, coaching, training, and peer learning opportunities for local partnerships.

Strategic Vision and Development

- Work with the Head of Change for Children's Services and Neighbourhoods to shape the strategic direction of the ALP, ensuring alignment with YEF's broader mission.
- Identify and respond to emerging trends, challenges, and opportunities in youth violence prevention.

As a senior member of staff in the organisation you 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:

- **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 are comfortable with complexity and ambiguity, whilst being excellent at bringing clarity and structure.** *This may have been in the context of developing/growing a new programme.*
- **You are an excellent strategic thinker.** People say that you are good at seeing the big picture. You have experience of wrestling into place a strategy for a project or organisation. You are 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 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 understand how local authorities tick.** You really understand how local authorities work through your significant experience working in/with local authority senior leadership teams, ideally in a role that worked with young people who are vulnerable to or involved in violence. You might have previous experience of supporting a local authority to develop their violence reduction strategy or reflect on and adopt evidence-based practice.

- ***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 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 are good at chairing meetings, connecting people and having good introductory meetings. You are 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 learn fast but remain humble.*** You are very quick at getting your head around things. You like learning. You are 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 are 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 are committed to equality, diversity and inclusion.***

You must have this sort of experience

- ***Changing frontline practice and systems:*** You have significant experience in leading behaviour, practice or policy changes, ideally within a multi-agency setting. You can show how these have been effective in delivering tangible change.
- ***Developing and leading capacity-building activities for senior leadership teams,*** such workshops, training, and peer learning opportunities.
- ***Working in or around local authorities and related multi-agency safeguarding teams,*** preferably in a role/setting specifically working with young people who are vulnerable to or involved in violence.
- ***Complex programme management,*** working across multiple sites, with varied senior stakeholders.

You might have this sort of experience:

- Developing and refining frameworks, tools or resources to support local senior leaders to develop more evidence-based approaches to identifying



vulnerable people and/or places, commissioning, effective case management and/or multi-agency collaboration.

While it is not a criteria, we are especially interested to hear from applicants who have lived experience of violence.

It is 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.

Hybrid Working

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.

To apply

Please click on the "[Apply for this](#)" button and submit your CV, cover letter and complete the monitoring form **9:00am Monday 20th January 2025.**

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 the interview stage.

Interview process

Interviews will take place the week of 27th January and 3rd February.

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.



Benefits include

- £1,000 professional development budget annually
- 28 days holiday plus Bank Holidays
- Four half days for volunteering activities
- Employee Assistance Programme – 24hr phone line for free confidential support
- Volunteering days – 4 half days per year
- Death in service – 4 times annual salary
- Flexible hours. Core office hours 10am – 4pm
- Financial support including travel and hardship loans

Your 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.