



The Youth Endowment Fund

Violence against Young Women and Girls Lead

Reports to: Head of Toolkit

Salary: £55,000 per annum

Contract: 2-year fixed term

Location: Central London, Hybrid*

Closing date: Friday 13th June 2025 at 9am

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.

[Last year](#), 244 people in England and Wales tragically died after being assaulted with a knife. Of these, 32 were children. Every child captured in these numbers is an important member of our community and society has a duty to protect them. Even when violence doesn't strike directly, [we know](#) that the fear of violence has a terrible effect on children's lives. [One in 12 women](#) will be a victim of violence against women and girls each year in England and Wales. Our [Children, Violence and Vulnerability \(CVV\) research](#) with teenage children showed that 33% of teenagers have encountered online content that encourages violence against women and girls.

The Youth Endowment Fund exists to try and permanently change things. To succeed, we must build an exceptional body of knowledge about violence affecting young people and how we reduce it. This knowledge has to be both rigorous and highly relevant to those making decisions about how to support vulnerable young people. We need to find out what works and what doesn't through evidence synthesis, data analysis and qualitative research into children's lives. We need to convert this into highly accessible content on what works, how delivery organisations need to change their practice and how the systems they operate in need to be reformed. We then need to work with the right people that can make change happen, across systems, policies and practice, to have a real impact on reducing violence affecting children's lives.

Violence against Young Women and Girls

At the heart of our work is getting clear on what works. We are looking for someone who can lead our research and change agenda on violence against young women and girls (VAWG). We have built the foundations of this work by:

- developing our understanding of experiences of violence through our [Children, Violence and Vulnerability \(CVV\) research](#) with teenage children;
- reviewing evidence on the effectiveness of interventions that aim to prevent relationship violence and violence affecting young women and girls, which is summarised in our [Toolkit](#); and
- ensuring a strong focus on VAWG prevention in our [Education Systems Guidance](#) and [Education Practice Guidance](#), based on the evidence we have for relationship violence prevention delivery in education settings.

There is still a lot to do. We need to fund new research to fill gaps in our understanding of what works. We need to turn this evidence into actionable recommendations and sustainable change that will keep children safe from violence.

Key Responsibilities

The Violence against Young Women and Girls Lead will lead the VAWG research and change agenda for YEF.

You will:

Be the YEF's expert on VAWG

- Making sure we understand the key issues, stay on top of the latest research and are connected to the right people.

Lead YEF's research agenda on VAWG

- Commissioning research that fills important gaps in knowledge and leads to important changes in policy and practice.

Develop evidence-based recommendations on the prevention of VAWG.

- Drawing on research and expert insight to produce recommendations for systems and practice guidance, across the seven essential sectors that we work with: children's services, education, health, neighbourhoods, policing, youth services, and youth justice.

- Writing and publishing evidence briefings and recommendations for policy makers and system leaders about how to prevent VAWG.
- Working across YEF teams to ensure that YEF recommendations on VAWG are incorporated across our evidence and change products, including systems, sector and practice guidance, the Toolkit and implementation resources.

Develop and lead a change strategy.

- Developing great relationships with senior leaders, policymakers, commissioners, and key stakeholders connected to VAWG across England and Wales.
- Generating a strong understanding of key issues and needs across systems and sectors and building credibility and trust in YEF's evidence products and recommendations.
- Creating practical tools and resources that help leaders put evidence into action.
- Developing, managing and tracking your change plan to get more senior leaders to be aware of and use our guidance, tools and resources, continuously looking for data-driven improvements.
- Delivering events and presentations to effectively connect people with the evidence.

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 knowledge and expertise in the issues related to violence against young women and girls in the UK.** You know the facts, understand the issues, know the key people, and can discuss the theories. You're comfortable discussing the topic with experts.
- **You want to play a significant part in reducing children and young people's involvement in violence.** You care about having an impact.

- **You share our belief that an evidence-based approach is our best hope of preventing violence.** You are fascinated by research, but you're not just interested in research for its own sake. You want to achieve actual changes in outcomes for children.
- **You're a confident reader of research and have strong critical appraisal skills.** You know when research can be trusted and when it can't and can confidently articulate your views on the strength of research. You might have gained this expertise through your academic studies, research, or professional experience.
- **You have experience of commissioning or conducting research.** You have a good understanding of research methods and can discuss the pros and cons of them. You might have gained this expertise through your academic studies, training, research or professional experience. You can scrutinise a budget to ensure it provides value for money.
- **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 research findings into plain writing that everyone can understand.
- **You have excellent project and time management skills.** You can work independently, quickly, and to a high standard.
- **You're an excellent verbal communicator.** You've delivered dozens of talks on complex topics. You're calm and confident when answering challenging questions.
- **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 are an excellent strategic thinker.** People say that you are good at seeing the big picture. You have experience of putting in 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 learn fast but remain humble.** You like learning. You are very good at synthesizing information. You know how much you don't know and that you can always learn more.
- **You work well in a team.** You care more that good things happen than who gets the credit. You support your colleagues to produce excellent work.
- **You're committed to equality, diversity and inclusion.** You believe and act in a way that celebrates and encourages a range of experiences, views and values.

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.

Secondments

We are open to candidates that would prefer to join us on a 12-month secondment. Secondment candidate should ensure that their current organisation is in support of this in principle, all candidates will go through the full interview process. Candidates should state clearly in their covering letter if they would like to join us as secondee.

Hybrid Working Details

The office is based in Central London. Those living in and around London are expected to be in the office for 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.

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.

To Apply

To apply, please send a CV and cover letter, and complete the monitoring form click on "**Apply for this**" button by **13th June 2025**.

When applying for this role, please ensure that your cover letter can answer, within a maximum of 1000 words, the following questions:

1. Briefly describe the key pieces of research that you have commissioned or delivered related to VAWG and be clear about the role you played in the work.
2. Provide some clear examples of work you have delivered to translate research findings into products or activities to influence policy and practice. Include the key people or organisations that you were seeking to influence.

Interview Process

This will be a two-stage panel interview process. The first stage interview will take place in **week commencing the 23rd June 2025**.

Shortlisted candidates, invited to an interview, we will ask you to prepare a 10-minute presentation on the main issues that the Youth Endowment Fund should be addressing related to Violence against young women and girls.

The second stage interviews are currently scheduled for the **week commencing 30th June 2025**.

PLEASE NOTE: We do not sponsor work permits and you will be required to provide proof of your eligibility to work in the UK.

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
- Employer contributed pension of 5%

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.