



The Youth Endowment Fund

Head of Change – Health

Reports to: Director of Change, Youth Endowment Fund

Salary: £67,900 per annum

Location: Central London or remote

Contract: 2-year fixed term – potential to extend. Open to 0.8 FTE for the right candidate

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. To make this happen we fund, evaluate, and then spread the very best work on reducing violence affected young people across England and Wales.

Central to all of this is two key tasks: firstly, deciding which initiatives we should fund and evaluate and secondly, ensuring we do this excellently. Our Programmes Team is central to getting this done. This team is responsible for planning specific rounds of funding that will fill evidence gaps and identifying, assessing, funding, and supporting initiatives designed to prevent violence affecting young people. This way we build evidence on what works so that we can change national practice and policies.

Your main responsibilities will be ensuring that:

We have great relationships with the people who can make change happen.

This will include:

- Developing great relationships with senior policy makers, sector leaders and experts, including representing YEF in external meetings and speaking at events.

- Build a Strategic Advisory Board of leading experts across the health sector and keep members onside and excited about our work. Manage excellent Strategic Advisory Group meetings. You can read more about our Education Strategic Advisory Group [here](#).

We deliver the health system recommendations.

This will include:

- Helping to identify the right recommendations at a system level (such as changes in policy, regulation, inspection, funding, or guidance) that make it more likely highly vulnerable children get access to the right support at the right time.
- Creating and delivering a plan to deliver the health system reforms, working closely with leaders to make the change happen.
- Tracking progress carefully, being thoughtful and creative about when and how to change the plan.

We work out the most effective ways to connect people with the evidence, then making those things happen.

This will include:

- Helping health leaders change how they plan or provide services to better protect children from violence, based on our Practice Guidance. You can read our first guidance for school, college, and alternative provision leaders [here](#).
- Creating a plan to get people to follow our guidance, using what we know about how they think and behave.
- Continuously testing and improving our approach to get better results.

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 know how to make change happen.** You combine analytical sharpness with emotional intelligence and real-world experience. You understand why people resist change – and how to move them through it. You're curious about human behaviour and what drives decision-making.
- **You bring deep experience of the health system.** You've worked at a senior level in or with health services – potentially commissioning support for young people at risk of or involved in violence. You understand how ICSs, LHBs, CAMHS and other health leaders think, and know how to navigate and influence within the system.
- **You communicate complex ideas clearly.** Whether speaking or writing, you break down complicated concepts in ways that make sense to different audiences – without oversimplifying. You bring clarity where others bring jargon.
- **You get things done.** You're organised, delivery-focused, and produce high-quality work, even under pressure. You work independently and to a high standard.
- **You build trust and connect with people.** From government ministers to youth workers, CEOs to 15-year-olds – you know how to listen, build rapport, and make people feel heard. You've led meetings, made strong introductions, and bring people with you.
- **You think big and adapt fast.** You're a strategic thinker who can see the big picture without losing sight of the detail. You're logical, creative, and open to challenge – always testing and refining your ideas.
- **You understand young people.** You get what life can be like for vulnerable young people and you understand the systems and organisations around them. Ideally, you've seen this first-hand, whether professionally or personally.

- **You're committed to equity, diversity, and inclusion.** Not just in theory – but in how you work, who you listen to, and what you prioritise.

You must have this sort of experience.

Delivering concrete change in practice or systems that improved children's lives.

- **Leadership experience in the health system.** You've worked at a senior level in or with health services – potentially in commissioning – and you understand how to navigate and influence within these complex systems.
- **Firsthand knowledge of the system that supports highly vulnerable children,** particularly those at risk of or involved in violence. This includes children with conditions such as conduct disorder, psychosis, substance use disorder, ADHD, developmental language disorder, and traumatic brain injury. You understand the barriers these children face and what it takes to get them the right support.

While it's not a criterion, we are especially interested to hear from applicants who have lived experience of violence affecting young people.

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.

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. 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

Please click on the "Apply for this" button and submit your CV, your completed monitoring form and cover letter, which must answer the following three questions below. **Please submit your application by 9am on Friday 27th June 2025.**

Application Questions

Improving practice or systems

1. Can you describe a time when you successfully supported health leaders to improve practice or systems (e.g., regulation, funding, guidance)? Please include the scale and context of your experience. (maximum 500 words)

Developing strategy

2. Please provide an example of a strategy you developed from scratch and implemented independently. What did you do, what was the impact, what did you learn? (maximum 500 words)

Personal and professional experiences in violence prevention

3. What personal and professional experiences have shaped your understanding of the health sector's role in preventing violence? (maximum 500 words)

Interview Process

This will be a two-stage panel interview process. Interviews will take place in **the week commencing the 7th July 2025**. Second stage interviews are currently scheduled for **the week commencing 21st July**.

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
- 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%.

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.

The people we are looking for do not discriminate and 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.