



## The Youth Endowment Fund

### Senior Change Designer – Area Leaders Programme

**Reports to:** Area Leaders Programme Change Lead

**Salary:** £52,700

**Contract:** 2-year fixed term

**Location:** Central London, Hybrid\*

**Closing date:** Friday 10<sup>th</sup> October 2025 at 12pm

#### 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.

The Youth Endowment Fund exists to try and permanently change things. To succeed, we must deeply understand how to reduce the violence that affects young people. We then have to make this information highly relevant and accessible to the people making decisions for vulnerable young people. In practice, this means we need to find out what works and what doesn't through high quality qualitative and quantitative research into children's lives. We then must convert this into really accessible content on what works, how delivery organisations (like schools, councils, police forces and more) can change what they do, how the systems have to change. We then need to work with and inspire those making decisions. Together, we believe we can change things permanently for children.

At the heart of this work is our new Area Leaders Programme. It provides support to local councils on what they can do in their towns and cities to change things. To work, the sessions need to be brilliantly designed with great materials and really well delivered. This is where you come in.

### About the Area Leaders Programme

The Area Leaders Programme (ALP) brings together local partnerships in a town or a city to better protect children from being drawn into violence. These partnerships often include the police, youth justice services, children's services, health, education, youth and community organisations.

We aim to do this by supporting areas to develop the five Ps of violence prevention:

- **Partnerships:** Build strong, accountable partnerships with clear roles, governance, and measurable goals.
- **Profile:** Understand the local drivers, context, and patterns of serious violence.
- **People:** Identify the children most at risk and ensure they get the right support at the right time.
- **Places:** Pinpoint high-risk locations and take action to make them safer.
- **Practice:** Share and apply best practice consistently across all key agencies.

Through ALP, partnerships will be offered:

- Learning resources and workshops that bring together the best available evidence on topics related to the 5Ps
- Bespoke sessions to reflect on their local context, problem solve and action plan together
- A community of practice to share learning with other areas
- Funding for a part time local coordinator role to help embed and sustain joint working across the partnership

Following a successful pilot in four local authority areas, we're expanding into ten new areas in 2025/26 helping more places work collaboratively to keep children safe.

### About the role

As Senior Designer and Facilitator, you'll play a vital role in shaping how ALP supports local partnerships. You'll help turn evidence into practical action by designing engaging workshops, tools and resources that help professionals plan and work together more effectively. You will also take a leading role in facilitating active and inspiring workshops.

You'll work closely with the ALP Change Lead, Senior Manager, our delivery partners and the wider Change team to make sure we're constantly improving the support we offer.

### Key Responsibilities

#### Design and Delivery

- Design creative, evidence-informed workshop plans and activities.
- Facilitate engaging workshops, both online and in person.
- Create visual tools that make complex ideas clear and easy to understand.
- Incorporate the voices and experiences of young people into ALP workshops.
- Develop and test tools that support areas to map local services, referral pathways and gaps in provision.
- Develop creative approaches to problem solving.

#### Collaboration and Support

- Work closely with local partnerships to help them identify challenges, opportunities and practical next steps, including creating local action plans.
- Support partnerships to navigate complexity and implement plans in the context of complex systems.
- Work as part of a collaborative, learning-oriented team, helping us continually refine our approach.

### Learning and Improvement

- Capture insights from workshops and feed them back into improving the programme.
- Use design thinking to support other parts of YEF's change work where needed.

### About You

- **You're passionate about helping to keep children safe from violence.** You want to play a key role in reducing youth violence and believe in the power of evidence and brilliant design to drive meaningful change.
- **You're passionate about brilliant design and skilled at making it happen.** You bring creativity and expertise, with experience in a relevant design discipline: this could be service design, systems design, speculative design, policy design or a similar field. A formal design qualification is a bonus.
- **You care about clarity and communication.** You can take complex ideas and make them simple, visually and verbally. You enjoy designing tools, frameworks and resources that help others think, plan and act more effectively.
- **You're comfortable with complexity.** You enjoy untangling difficult problems and helping people navigate tricky systems. You bring structure and practical approaches that make change feel possible.
- **You're a confident and engaging facilitator.** You're comfortable running workshops with professionals from a range of backgrounds, encouraging discussion, drawing insights and helping groups reach shared priorities and action plans.
- **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're curious, creative and open-minded.** You like testing ideas, iterating and improving based on what you learn. You enjoy bringing fresh thinking and trying different ways of doing things.
- **You have a commitment 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 significant experience in:**

- A relevant design discipline, this could be service design, systems design, speculative design, policy design or a similar field.
- Applying design skills to address social purpose and/or inequalities.
- Workshop facilitation with participants from diverse professional backgrounds.

**Ideally you will also have this sort of experience (but it's not necessary to apply):**

- A formal qualification in a relevant area of design, or applying design for social purpose, or relevant experience.
- Firsthand knowledge of the system that supports highly vulnerable children, particularly those at risk of or involved in violence. You understand the barriers these children face and what it takes to get them the right support.

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.

### 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, answering the application questions below and complete the monitoring form by clicking on the "*Apply for this*" button by **Friday 10<sup>th</sup> October 2025 by 12pm**.

When applying for this role, please ensure that your cover letter answers the questions below within a maximum of 1000 words. The questions are:

1. How do you think design approaches can help multi-agency practitioners:  
a) understand evidence and best practice and b) work together to implement evidence-based approaches in complex local systems?
2. Can you give an example of a time that you designed or facilitated a challenging workshop? How did you approach it and what was the outcome?

### Interview Process

This will be a one stage interview process. The interview will take place on the **week commencing 20<sup>th</sup> October 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.