

# youth**united** foundation



## DIRECTOR OF PROGRAMMES AND IMPACT INFORMATION & APPLICATION PACK



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## Joining our team...

Thank you for your interest in joining the Youth United Foundation (YUF) team as the Director of Programmes and Impact.

The Youth United Foundation is only three years old – but we have already helped create life changing opportunities for thousands of young people across the UK (set to reach to 38,000 by March 2016.)

We are at exciting point. Last December we celebrated the conclusion of our first major grant programme – The Supporting Inclusion Programme. Our goal was to fund the Youth United Network to open of 400 new units in areas that previously had none, and by the end of the programme there were 627 new units (90% of which are still sustainably running today!) This work was funded by the Department of Communities and Local Government, whose Secretary of State Eric Pickles described the work as “the best £10 million I’ve ever spent.”

Now our primary project is the Uniformed Youth Social Action Fund, which we are delivering in partnership with the Cabinet Office. This has given us the opportunity to expand by funding four new organisations (beyond the ten members of the Youth United Network). As well, this programme signifies our first time working in Wales, Northern Ireland and Scotland. We are on track to over deliver with this programme as well – which makes us thrilled as over delivery means more opportunities for young people across the UK.

I joined the team as Chief Executive in November, and it has been an unbelievable six months. I took this role because I was excited by the idea of ten of the largest voluntary youth organisations working together. Now I am looking for a crucial senior member of the team to help deliver our vision of growth and collaboration. It is important to remember that we are a funder (not a delivery organization), but we are a very engaged and hands-on funder that also provides the “engine” for collaborative projects for the network. As a result, this role will span strategic projects, grant management and impact assessment. It will be challenging, but for an ambitious candidate it will be an amazing opportunity.

I hope this application pack will help share with you a bit of our vision for both the role and the organization.

We look forward to receiving your application.



**Lindsay Levkoff Lynn**  
Chief Executive



## Our (brief but interesting) history...

For nearly a century and a half, young people in the UK have been becoming members of Youth United organisations – with substantial benefits for both the young person and their community.

In 2009 HRH The Prince of Wales, now our patron, thought that this benefit could be magnified if the organisations worked together. As a result, he brought together the heads of many of these organisations to discuss a new way of collaborative working. From that meeting, Youth United was established as a network of the following ten members:

- Army Cadet Force
- Fire Cadets
- Girlguiding
- Marine Society and Sea Cadets
- RAF Air Cadets
- St John Ambulance
- The Boys' Brigade
- The Girls' Brigade England & Wales
- The Scout Association
- Volunteer Police Cadets



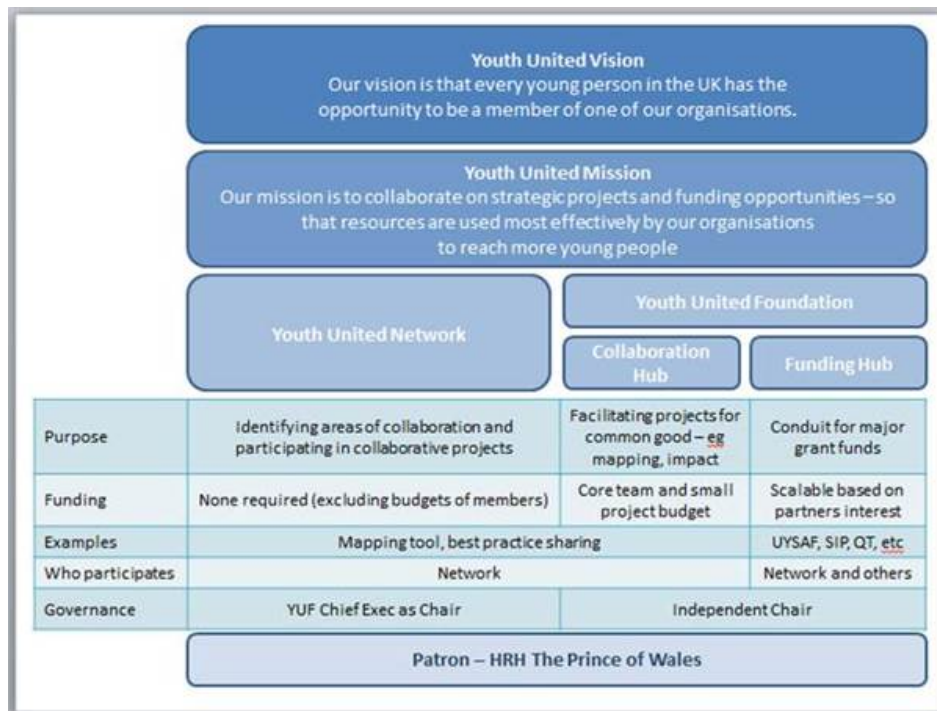
Together, the Youth United Network works with more adult volunteers and young people than any other organisation in the UK.

Then in 2012, the Youth United Network established a charitable foundation. The goal of the Foundation was to fund the growth of the Network organisations because in many areas of the country young people didn't have the opportunity to join these youth groups. These organisations require adult volunteer leaders, and so they flourished organically where they had a history and local support but sometimes have struggled to grow into new communities. Through the Youth United Foundation a range of funding was secured from DCLG, the Cabinet Office, the Queen's Trust, the Laing Foundation, and others which was directed to seeding new units in areas that previously had none.

## What it means to be a “uniformed youth group”

- National governance, a trusted reputation and charitable objectives
- Common, structured activities
- Progressive programmes where young people can advance into leadership
- Focus on youth development
- Adult volunteering and social action as key parts of delivery, and
- A shared, required uniform

## An overview of our structure...



## Our impact...

We've recently commissioned a randomized control study to look at the impact of joining a Youth United member organization on a young person and their community. We will be publishing this over the summer, but the data shows statistically significant changes in:

- Communication skills
- Confidence
- Creativity
- Empathy
- Resilience

As well, we learned that young people were more engaged in social action once becoming members of a Youth United organization.

If you'd like to hear about the impact directly from the young people, please check out this video: <https://www.youtube.com/watch?v=eBfVRsKrFII&list=UUKivNNkITEq0aPvDuYpD3Rg>



## Role description

### Overview

Position:	Director of Programmes and Impact
Location:	Youth United Foundation, 202 Lambeth Road, London, SE1 7JW
Reporting to:	Chief Executive
Direct Reports:	All Project Managers and Officers (currently a team of three known as the “Programme Team”)
Other key relationships:	Internal – Finance Manager External – Project Leads from each of the ten Youth United organisations, Step Up to Serve, Cabinet Office

### Summary of Role

- Provide leadership and quality assurance of our grant programmes & collaboration hub (including best practice sharing) projects and ensure that each achieve achieves or exceeds its agreed targets
- Develop and support the Programme Team
- Lead our future work on measuring and communicating impact

### Main responsibilities

#### Grant Programmes and Collaboration Hub Projects

- Each Grant Programme currently has a lead Project Manager and there is also a Project Manager for each organisation funded by YUF (we have a matrix management system). However, this role will be responsible for oversight of the grant making function in its totality – working with the team to handle issues, providing quality assurance for the overall grant making operation, and reporting to the YUF Programme Board on progress on a quarterly basis.
- For Collaboration Hub projects (see Exhibit on Page 5), the Director will work with the Chief Executive and Network to determine what work we want to do over the next several years and then will be responsible for determining the resources needed, timing and delivery of these projects. In past, these projects have included things such as a mapping tool (which allows YU organisations to strategically target areas for new units) and sharing best practice on policy and delivery. We do not believe in collaboration for collaboration’s sake, but rather seek to deliver projects that genuinely enhance the effectiveness and efficiency of the Network we support.

#### Programme Team

- The Programme Team has three members – each who have been with YUF at least a year and have built strong relationships and understanding of our work. Your role will be to learn the nuances of YUF from them, while at the same time providing

leadership and coaching to help them develop in their roles. It is important you have the confidence and experience to do this well.

*Impact*

- The Director will be responsible for understanding all existing impact data held by YUF and the Network members and then developing a plan for future research.

**Other requirements**

Ability to:

- travel around the country as and when required
- work flexible hours when required
- participate in project work or other projects as and when required

**Person specification**

**Skills and qualifications**

- Credible with senior stakeholders, with good knowledge of the voluntary sector and grant processes.
- Good knowledge of research and evaluation methods, with an understanding of impact measurement in a practical environment.
- Experience of leading and managing teams.
- Excellent programme management skills, capable of managing budgets, suppliers and staff to deliver results.
- Excellent writing and presentation skills.
- Experience in commissioning and managing research projects to ensure they achieve their objectives.
- Educated to degree level or equivalent.

**Personal attributes**

- Excited by the opportunity to use funding and support to influence the lives of thousands of young people
- Ambitious with high standards and the desire to succeed
- Confident but humble
- A natural collaborator
- An eye for detail

**Reward and remuneration**

- Salary between £45-50K, based on experience
- 27 days annual leave plus bank holidays

## Recruitment process

If you are interested in applying for the Director of Programmes and Impact role, please email a CV and cover letter to Lindsay Levkoff Lynn ([LLL@yuf.org.uk](mailto:LLL@yuf.org.uk)) by the application deadline. If you would like to submit anything else with your application, please feel free!

The first round interview has two parts – a conversation with the Chief Executive and Finance Manager and a conversation with the Programme Team. The second round will be with the Chief Executive and a member of the Board of Trustees.

## Recruitment timeline

- Application deadline: 5 June 2015
- First round interviews: 10 June 2015
- Second round interviews: 15 June (pm) or 16 June (am)
- Start date: ASAP following appointment

Good luck!

