



The Change Foundation

The Change Foundation is an award-winning charity that uses sport to change the lives of marginalised young people. Throughout the past 42-years we have successfully delivered sport and mentoring intervention programmes to change the lives of vulnerable young people living in the UK and abroad.

We were born in 1981 following the Brixton Riots in London. Originally called the London Community Cricket Association, we used cricket as a tool to promote community cohesion and peace within the Lambeth community. Throughout the next four decades we have developed an array of innovative sport and social change programmes by listening to the voices of our young people. These range from Street Elite, working with young people on the edge of gangs and criminality to Fencing for Change, using fencing to work with young people with a learning disability.

Our Mission is to change the lives of marginalised young people through the power of sport.

Why Sport?

We believe that all children and young people have talents which they can use to create a happy and fulfilling life and it's our job to help them identify them and learn how to use them for their own benefit and for that of wider society. It occurred to us very early on that the best people to deliver ground-breaking new projects were coaches who were from the same background as the young people who we were trying to support. This original and still crucial guiding principle is now seen as good practice in the sport for development sector and in youth services generally.

Changing young lives since 1981

- 100% of our coach mentors have lived experience of the issues we are tackling
- Over 5,000 support hours are provided to our young people each year outside of our sport sessions
- Each year we work in partnership with over 100 community groups, local authorities, corporate partners and employers
- 500 gang members' lives changed in the last ten years
- Partnered with over 400 charities in the UK and around the world since 2000
- 4,400 coach mentors trained across 39 countries



Our next Chief Executive

The Change Foundation was founded by Andy Sellins, who has been at the helm of the charity since 1981. Andy has created a thriving organisation with an impressive array of supporters from the corporate sector, institutional funders, Ambassadors and more. Our staff, many of whom have progressed through our programmes, are all driven by a desire to use their experiences to support the next generation of young people in our communities. We now seek a dynamic, forward-thinking CEO who can pick up from Andy's inspirational leadership and take The Change Foundation on our next journey as we continue to evolve and grow, ensuring that we keep young people at the heart of everything that we do.

Overview of the role

The CEO provides overall leadership for the strategic development and operational management of The Change Foundation.

The key purpose of the CEO role is to inspire and lead the charity to deliver innovative and inspirational sport for social change programmes. The CEO will ensure the charity is a high performing organisation with clear strategic objectives that engages widely and works effectively through partnerships to achieve its goals. The CEO oversees and develops the financial performance of the charity which underpins the pace of strategic developments. The CEO reports to the Chair and is accountable to the Board of Trustees.

Strategic Development and Impact

- Lead the development and delivery of The Change Foundation's strategic plan, ensuring impact and progress are measured against stretching objectives which are monitored and reviewed at regular intervals
- Be responsible for championing the charity's Vision, Mission and Values, leading by example to build and maintain a positive culture
- Be our visionary, by identifying opportunities within the sport and youth sector for The Change Foundation to continue to be at the forefront in the sport and social change sector
- Establish effective partnerships and relationships with relevant UK and international organisations to improve effectiveness of project delivery
- Communicate the goals and impact of the charity widely and effectively to young people who might benefit from our projects, and to external stakeholders through a range of channels press/media and digital channels
- Be an advocate for the organisation and the young people we support, representing The Change Foundation at external events and with key stakeholders and donors and our Ambassador group.



Operational management

- Ensure the effective development and management of the charity's projects, monitoring and evaluating impact and value for money
- Maintain effective HR practices across the charity and ensure compliance with all HR legislation and legal requirements including GDPR; ensure the charity's staff team has the skills, experience, commitment and culture required to deliver the agreed goals
- Provide effective management of the senior leadership team, and motivational leadership for the wider staff team
- Ensure that the organisation's values and policies are relevant, fair and consistently implemented
- Establish mechanisms to ensure excellent communication both within the charity, and with external stakeholders.

Governance

- Prepare regular and appropriate reports for the Board, including performance against the strategic goals and annual budget, to support Board decision making
- Ensure a comprehensive, up to date risk register is maintained with risks identified, assessed, and removed, mitigated or monitored
- Work with the Chair to ensure that the Board and the charity overall operate to a high level of governance, in accordance with the Memorandum and Articles of Association and meeting all legal and regulatory requirements
- Work with the Chair to ensure the retention of a high performing Board of Trustees with the necessary balance of skills and experience; ensure appropriate sub-committees are in place to support the charity to deliver its objectives.

Financial

- Oversee and ensure robust financial planning, with tight expenditure controls and effective short term and medium term forecasting; ensuring comprehensive reports are provided to the Finance committee and board
- Work with senior members of staff as well as our Fundraising and Marketing Committee to identify opportunities for income growth, and personally oversee all fundraising activities.



Person Specification

Experience

- Evidence of continuing professional education and management/leadership development.
- Leadership experience gained at a senior level in a charity or organisation of similar size and complexity
- Evidence of leading the development and delivery of organisational strategy and key performance indicators
- Solid track record of effectively managing resources and budgets, with experience of delivering long term financial sustainability and stewardship of valuable resources
- Extensive experience in advocacy for social issues
- Ability to forge and nurture effective partnerships and collaborative relationships with a range of organisations both inside and outside the sport for social change sector, and with young people who could benefit from projects
- Demonstrable experience of leading and inspiring people
- Mature understanding of charity governance and the respective roles and responsibilities of the non-executive Board and the senior leadership team.

Skills and personal attributes

- A strong strategist, able to work with the Board to define a clear direction for The Change Foundation with ability to articulate that vision internally and externally
- Ability to inspire, lead, motivate and manage staff and volunteers and develop the capacity of the Senior Leadership Team so that activities are coordinated and delivered across the whole organisation
- Evidence of high level of financial acumen, ability to ensure effective financial planning across the charity with tight financial controls and effective risk management in place
- An active listener, empathetic to the needs the young people who participate in services
- Ability to engage and enjoy the confidence of a diverse group of staff, volunteers and external stakeholders
- Ability to delegate appropriately while identifying when support is required
- Strong written and oral communication skills with the ability to represent The Change Foundation at all levels both internally and externally
- Resourceful and resilient with complex problem-solving, decision making and analytical skills
- Ability to work with clarity, openness, and with a sense of determination to deliver agreed objectives.



Other requirements

- Commitment to working within the policies and principles of Equal Opportunities
- Ability to work outside of normal office hours with evening and weekend meetings including some outside the UK
- Strong support for the aims, goals and values of The Change Foundation.

How to apply

Please submit your CV and a cover letter via Charity Jobs outlining why you feel you are the next CEO for The Change Foundation.

We will close for applications on September 4 and will then move into the interview process. All candidates will be contacted following closure of the advertisement but please note we may not be able to provide individual feedback to unsuccessful candidates.

Interviews will be held in October and early November, with a start date of April 1 2025.