



Future Frontiers Chief Executive Officer (CEO)

Welcome from the Chair

Welcome,

On behalf of the Board of Trustees, I extend a warm welcome to you and thank you for your interest in becoming our next Chief Executive Officer.

This is a remarkable opportunity to lead an organisation that has already helped thousands of young people across London to build confidence, shape their own future careers, and realise their potential. This is a pivotal time for Future Frontiers, as we continue to move forward with our [2025-28 strategy](#), we are expanding our offer, aiming to increase our reach and deepen our impact.

In recent years, like many similar organisations, we have navigated a challenging financial environment, and through the commitment of our leadership team and Trustees, we are returning to a more positive financial position. The next CEO will build on this momentum – strengthening our foundations, expanding our reach, and ensuring that even more young people can benefit from our work.

This role is an opportunity to lead an ambitious, passionate, and talented team united by a powerful mission: advancing social mobility and transforming life chances. We are seeking a strategic leader, commercially astute, and deeply motivated by the potential of young people. As CEO, you will play a defining role in shaping our future, forging new partnerships, securing vital support, and amplifying our impact.

Thank you for considering the role of CEO at Future Frontiers, I look forward to the possibility of welcoming you to the team as we continue this important journey.

Yours sincerely,
Frances Soul

Salary:	£70,000 - £80,000 FTE
Hours:	Full-time (35 hours) or part-time (28 hours - minimum 4 days per week)
Contract:	Permanent
Location:	Hybrid (minimum one day per week at London Bridge office)
Reports to:	Chair and Board of Trustees
Line Manages:	Director of Programmes, Director of Income & Engagement, Senior Finance & Operations Manager
Application deadline:	Wednesday 22nd April, 5pm

About Future Frontiers

In the UK, family income is the strongest predictor of how well a young person will do at school and the future opportunities they will have. Future Frontiers exists to change this. Our vision is of a society where every young person can unlock their potential regardless of their background or the barriers they might face. Since our inception, we have supported over 12,000 young people to navigate their career journeys and break cycles of disadvantage. Our mission is to equip young people from low-income households to develop careers knowledge, employability skills, confidence and connections that will help them to broaden their horizons and prepare for fulfilling futures.

We are at an exciting stage in our journey as we deliver our 2025–28 strategy, expanding our offer and deepening our impact. This year, we will work with c.2,500 young people across Greater London, partnering with a wide network of schools, businesses and supporters to deliver careers coaching, workplace experiences, insight and guidance. Building on recent progress in strengthening our financial position, we are focused on sustainable growth, innovation, and extending our reach to ensure even more young people can benefit from our programmes. You can find out more about our programmes and impact so far in the [Annual Impact Report](#) on [our website](#).

Our values

EMPOWERING - we energise and enable everyone we work with

PURPOSEFUL - we use expertise and insight to drive positive change

INTEGRITY - we act with honesty and fairness

INNOVATIVE - we embrace fresh thinking and continuous exploration

COLLABORATIVE - we are inclusive and value everyone's input

About the role

As the organisation's most senior leader, the CEO provides strategic leadership and operational management, working in close partnership with the Board of Trustees to ensure the charity's sustainability to further reach and impact. Leading a team of 21 staff and overseeing an annual budget of approximately £1.4 million, the CEO is accountable for all aspects of performance, including safeguarding, governance, finance, and organisational effectiveness.

The CEO acts as the public face and voice of the charity, building strong relationships with funders, partners, and stakeholders, while also maintaining a visible and engaging presence internally. By combining strategic leadership with a hands-on and collaborative approach, the CEO fosters a culture in which staff are motivated, supported, and empowered to deliver their best work.

Your responsibilities

Leading and managing the charity

- Provide overall leadership and stewardship of the charity, with accountability for delivering its mission, impact, and long-term sustainability
- Provide strategic leadership and operational management, ensuring effective execution of the charity's strategy as agreed with the Board of Trustees
- Oversee delivery of the current (2025-28) strategy, alongside leading development of a clear long-term strategy that drives maximum impact, financial sustainability, and measurable outcomes
- Lead, inspire and motivate a high-performing team, fostering a positive, inclusive, and values-led culture where staff are supported to deliver their best work
- Maintain a visible and accessible presence across the organisation, building strong relationships and engaging with staff at all levels
- Lead and develop the Senior Leadership Team and wider leadership team, ensuring cohesive and aligned leadership across the organisation
- Ensure organisational structures, systems, and processes are fit for purpose and support continuous improvement
- Oversee recruitment, retention, wellbeing, and development of staff, championing equality, diversity, and inclusion
- Share expertise and experience across the organisation to promote continuous learning and professional development
- Ensure a strong safeguarding culture, with appropriate policies, practices, and oversight in place to protect young people
- Be accountable to the Board of Trustees for the overall performance and outcomes of the charity

Income generation and finance

- Hold overall responsibility for financial management, business development, and income growth
- Ensure the charity has the resources required to operate effectively and sustainably in both the short and long term
- Support the Income & Engagement team to deliver income and wider support from a diverse range of income streams, including schools, companies, trusts and foundations
- Build, nurture and sustain mutually beneficial, long-term relationships with key funders, donors, and business partners to maximise opportunities for impact
- Monitor key financial indicators, ensuring robust financial planning and oversight
- Set and manage budgets, building and maintaining appropriate reserves in line with policy and making informed longer-term investment decisions
- Ensure value for money and the efficient and effective use of all resources

Programme delivery and impact

- Hold overall responsibility for programme design, delivery and impact
- Ensure the charity has the capacity and expertise to deliver high quality programmes and achieve sustainable impact
- Monitor key performance indicators for programme quality, ensuring robust quality assurance and oversight

Promotion of the charity

- Act as an ambassador and public voice of the charity, championing its mission, impact and values in all external communications
- Build and maintain strong, effective relationships with key stakeholders, including funders, schools, business partners, supporters, collaborators, and other organisations working in social mobility and careers education
- Develop and sustain strategic networks across the charity, education and business sectors to enhance the organisation's reach and influence
- Identify and pursue opportunities to raise the profile of the charity and expand its partnerships and impact
- Build meaningful connections with participants and stakeholders with lived experience to ensure the organisation remains responsive and relevant to those it serves
- Work collaboratively across internal and external stakeholders to support delivery of the charity's strategy

Working with the Board and governance

- Establish and maintain a strong, collaborative, and transparent working relationship with the Chair and Board of Trustees
- Work closely with the Board of Trustees (currently nine members) to drive the charity's strategy forward

- Support the Chair in ensuring that governance arrangements are effective and aligned with Charity Commission requirements
- Provide regular, high-quality updates and reporting to the Board and its committees on performance, strategy, risk, and compliance
- Ensure the Board is appropriately informed and engaged to fulfil its responsibilities effectively
- Advise on and support the development of governance and organisational structures to meet strategic objectives
- Ensure the charity fulfils all legal, statutory, and regulatory responsibilities, including compliance with all legal and regulatory requirements, including those of HMRC, the Charity Commission, Fundraising Regulator, ICO, and safeguarding-related legislation

About you

We are seeking a values-led leader with a deep commitment to Future Frontiers' mission, motivated by the belief that every young person, regardless of background, deserves the opportunity to realise their potential. You will also demonstrate the following:

1. Strategic and organisational leadership

- Proven senior leadership experience within a comparable organisation (ideally a charity or purpose-led organisation)
- Experience of delivering against an organisation's strategic aims, programmes and achieving impact
- Track record of building, motivating and developing high-performing, inclusive teams
- Experience of setting clear strategic direction and delivering measurable impact
- Experience of managing organisational budgets and ensuring effective, sustainable use of resources
- Experience of working constructively with a Board of Trustees and understanding of charity governance responsibilities.

2. Partnerships, influence, and external profile

- Ideally some experience working with schools, businesses and cross-sector partners to improve outcomes for young people
- Strong relationship-builder, engaging confidently with beneficiaries, funders, senior leaders and trustees
- Effective communicator with strong presentation and public speaking skills
- Skilled influencer and negotiator, able to build consensus and collaborate effectively
- Track record in strategic partnerships, securing funding and business development

3. Commercial and analytical capability

- Strong commercial and financial acumen, with experience of growing sustainable income

- Able to analyse complex data to inform strategic decision-making
- Sound judgement, with the ability to assess risk and perform under pressure.

4. Governance, safeguarding, and compliance

- Strong commitment to safeguarding children and vulnerable adults
- Knowledge of relevant UK legal, regulatory, and statutory frameworks

5. Values, mindset, and personal qualities

- Commitment to addressing social inequality and improving outcomes for young people
- Empathetic, visible leader with high emotional intelligence
- Resilient and reflective, able to navigate ambiguity and make balanced decisions
- Able to challenge constructively, embrace diverse perspectives, and drive improvement
- Aligned with and consistently demonstrating Future Frontiers' values

What we can offer you

- Annual leave of 27 days plus bank holidays, increasing with length of service
- Enhanced leave and pay packages exceeding statutory requirements
- Pension scheme with employer contributions starting at 3%, increasing with length of service
- Flexible working arrangements, including regular home working, up to two weeks working abroad annually, and flexibility around core hours
- Opportunity to apply for an extended career break (following 3+ years' service)
- A supportive and inclusive workplace, with dedicated wellbeing initiatives and mental health support through our Wellbeing and Inclusion Group and mental health first aiders
- Employee Assistance Programme including 24/7 GP access
- Annual personal training and development budget of £300
- Cycle-to-work scheme access
- Season ticket loans
- Access to discounts and savings through [Tickets for Good](#) and [Charity worker Discounts](#)

Equal opportunities, diversity and inclusion

Here at Future Frontiers we are dedicated to the practice of equal opportunities. The principles of it underpin our mission and we treat all employees, volunteers and programme participants as individuals. We have an open and inclusive culture that champions diversity in all its forms, including disability, culture, race, gender, sexual orientation, age, life experiences, socio-economic background, and religion.

We encourage everyone to apply for our roles. If you would like to talk to us about working at Future Frontiers in advance of your application, particularly regarding diversity, we strongly encourage you to contact us via email. We are particularly interested to hear from candidates who have not been to university or who have lived experiences relatable to our young people.

We want our recruitment process to be accessible to all. If you need any reasonable adjustments to participate fully in the application or interview process, please let us know and we will work with you to accommodate your needs.

How to apply

To apply, please send your CV and a separate supporting statement to recruitment@futurefrontiers.org.uk. Your supporting statement should be no more than 2 sides of A4 explaining why you are interested in the role and how you meet the criteria.

Application deadline: Wednesday 22nd April, 5pm

Round one interview: Thursday 7th May (shortlisting will take place w/c 27th April)

Round two interview: w/c 11th May (date TBC)

Both rounds of interviews will take place in person at our office near London Bridge.

Start date: To be agreed with the successful candidate. Ideal start date September 2026.

The successful candidate will be required to undergo enhanced DBS and reference checks to cover employment for the last 5 years.

STRATEGY 2025-2028

OUR VISION

A society where every young person can unlock their potential regardless of their background or the barriers they might face.

OUR MISSION

We equip young people from low-income households to develop **careers knowledge, employability skills, confidence and connections** that will help them to broaden their horizons and prepare for fulfilling futures.

THE NEED

Household income is the key predictor of the future opportunities a young person will have and their earning potential¹.

The average earnings at age 30 for those who received Free School Meals (FSM) is £17,000, compared to £22,700 for those who did not receive FSM and £33,000 for those who attended private schools².

In London, 27.7% of secondary school children are eligible for FSM, equating to around 36,400 young people³. At the same time, 18.1% of Londoners aged 16-24 are unemployed, compared to 14.8% of young people nationally⁴.

¹ Institute of Fiscal Studies, 2022

² Office for National Statistics, 2022

³ Local Government Association, 2024

⁴ Office for National Statistics / Statistica, 2025

The Opportunity Gap



Insight and Understanding

Two thirds of young people do not recall meeting with a careers advisor and **fewer than 1 in 11 has visited a workplace** during secondary school⁵.

Confidence

Young people whose households rely on state benefits are nearly three times more likely to **feel they lack life opportunities** than those with professional parents⁷.



Employability Skills

Over half (52%) of employers do not agree that **young people are well-prepared** to move from education to work⁶.



Role Models

Fewer than 15% of pupils entering our programme say they have met someone who works in a job they are interested in⁸.



5,6,7,8

WHAT WE DO



⁵ Youth Employment UK, 2023

⁶ Department for Education, 2025

⁷ Office for National Statistics, 2023

⁸ Future Frontiers internal data, 2025

MEASURING OUR IMPACT

Our purpose is to drive positive outcomes for the young people we work with. We will measure the % increases and satisfaction rates for the young people we work with in outcomes relevant to the programmes they engage in, across:

Careers knowledge <ul style="list-style-type: none">● labour market information● educational pathways● careers planning skills	Employability skills <ul style="list-style-type: none">● core skills such as teamwork, leadership, communication● ability to identify skills and interests
Confidence <ul style="list-style-type: none">● self-belief● career and education choices● wellbeing and optimism● motivation to succeed	Connections <ul style="list-style-type: none">● businesses● coaches and role models● understanding of workplace culture and environments

THE RATIONALE

We know from existing research that providing opportunities and resources will help a young person to progress further than those who are not offered this type of support:

Young people who have **four or more professional employer encounters** while at school are **five times more likely** to transition to employment, education or training, and **earn** on average **16% more** than their peers who did not have such opportunities⁹.

⁹Education and Employers, 2015