



The Youth Endowment Fund

Senior Change Manager, Education

Reports to: Head of Change for Education

Salary: £51,300 per annum, depending on experience

Location: Central London or Hybrid*^(see below)

Contract: (2-year fixed term – potential to extend)

Closing date for applications: 9:00am Monday 20th January 2025

Interview dates: week commencing 27th January and 3rd February

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.

In recent years violent crime has risen significantly. Homicides, assaults, robberies and offences involving weapons have all seen sustained growth. We have also seen large increases in violent crime involving children and young people. This is a tragedy. Every child captured in these numbers 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 and a mission that matters. We exist to prevent children becoming involved in violence. Our mission is to find what works and build a movement to put it into practice. A big part of the movement that we need to build is in the world of education. We need to inspire and connect with education leaders across England and Wales to spread what works and make our country safer for some of our most vulnerable children. We are looking for someone to lead on making this happen.

Key responsibilities include:

We are making good progress building the evidence of what works within and around education to reduce violence, including launching our new [Education, Children and Violence Guidance](#) in May 2024 which provides school, college and alternative provision leaders with five evidence-based recommendations to help prevent children's involvement in violence. We also have our Toolkit, annual Children, Violence and Vulnerability Report and new implementation resources

due next year. But the big risk is that we publish these resources and nothing changes. That's where you come in.

Your role is to help us ensure more senior education leaders within schools, colleges and alternative provision settings use our Guidance, toolkit, research and implementation tools to inform day to day operations and strategic decision making. This will involve:

- Developing great relationships with senior leaders and other teaching staff, generating a strong understanding of key education issues, needs and behaviours, and building credibility and trust with the sector.
- Creating practical tools and resources that help leaders put evidence into action.
- Supporting the scoping and commissioning of behavioural insights research to support effective evidence mobilisation plans and strategies.
- Managing new Catalyst Pilot programme grantees. The pilot will explore the impact of varying approaches to implementing practice change in secondary schools, colleges and Alternative Provision. Such as:
 - Direct funding of interventions
 - Appointing a Designated Violence Prevention Lead
 - External consultant / expert organisation support
 - School to school support
- Working out other effective ways to connect people with the evidence, then making those things happen, from regular virtual learning events to presentations.

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.

You are this sort of person:

- ***You are fascinated about change and are experienced in making it happen.*** You have outstanding analytical judgment alongside the emotional intelligence and experience needed to identify the right opportunities for change, then make them happen. You understand why people find change difficult. You come alive talking about how people make decisions and why they do the things they do.

- ***You understand the education sector.*** You really understand how schools, colleges and/or Alternative Provision settings tick. You have experience working in/with an education setting, ideally in a role that worked with young people who are vulnerable to or involved in violence. You might have previous experience of supporting a school to reflect on and adopt evidence-based practice.
- ***You write in a way that people easily understand.*** You have that rare skill of writing in plain English. You have experience of translating complex information into plain writing that everyone can understand.
- ***You have excellent project and time management skills*** and the ability to deliver high-quality work in a fast-paced environment. You can work independently and to a high standard.
- ***You win people over.*** People tend to warm to you and respect you. You have built good relationships with very senior people and with very junior people. You are good at chairing meetings, connecting people and having good introductory meetings. You are comfortable talking to a government minister, a youth worker, a company CEO, a teacher and a 15-year-old student. Listening to people from all backgrounds matters to you.
- ***You learn fast but remain humble.*** You are very quick at getting your head around things. You like learning. You are very good at synthesising information. You know how much you don't know. You know that you can learn more. You know that it's easy to assume you know when you don't. You care more that good things happen than who gets the credit. You are a great and supportive team player.
- ***You don't want your days to pass without making a difference.*** You want to play a significant part in reducing violence.
- ***You understand young people.*** You understand what the lives of vulnerable young people can be like and you understand some of the organisations that work with them, ideally through first-hand experience.
- ***You are committed to equality, diversity and inclusion.***

You must have this sort of experience

- ***Changing frontline practice and systems:*** You have experience in leading behaviour, practice or policy changes within an education setting. You can show how these have been effective in delivering tangible change.
- ***Working in or around the education sector,*** preferably in a role/setting specifically working with young people who are vulnerable to or involved in violence.

While it is not a criteria, we are especially interested to hear from applicants who have lived experience of violence.

It is 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

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.

To apply

Please click on the "[Apply for this](#)" button and submit your CV, cover letter and complete the monitoring form **9:00am Monday 20th January 2025.**

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.

Interview process

Interviews will take place the week of 27th January and 3rd February.

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.



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

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.