UK YOUTH

Job description: Youth Sector Development Partnership Manager

Duration: Full-time; 37.5 hours/week
Salary: £47,699
Location: Remote/office hybrid with weekly travel across England to regional partners and events
Reporting to: Head of Network Development
Department: Network Delivery
Key working relationships: Director of Network Delivery, Network Manager, Youth Sector Development Partnership Officer, Network Development Officer, Head of Design, Head of Policy and Public Affairs, Assistant Director of Research & Impact, Research and Learning Officer, Programme leads at our partners (YPF Trust, NYA and TRIUMPH) as well as lead contacts of the 9 Regional Partnerships.

Purpose of the job

The Youth Sector Development Partnership (YSDP) is an ambitious national programme bringing together UK Youth, the National Youth Agency (NYA), TRIUMPH and YPF Trust, alongside national and regional partners, to drive a step-change in the quality, equity and sustainability of youth work across England.

By investing in in workforce development, regional infrastructure, organisational capacity-building and national evidence and influencing, the partnership will create a stronger, more connected and resilient youth sector. At its heart are nine regional partnerships, working collaboratively to develop locally responsive infrastructure and workforce support that reflects the needs of their communities.

The Youth Sector Development Partnership Manager will play a pivotal role in driving the effective coordination, governance and collective performance of this ambitious national partnership. Working across organisational boundaries, they will lead the partnership's operational governance arrangements, bringing together senior stakeholders, regional intelligence and performance information to facilitate effective decision-making, manage risks and maintain momentum towards our shared outcomes. They will deliver key engagement and learning activities across the partnership. And foster a collaborative, accountable and learning-focused partnership culture, ensuring that national and regional partners work effectively together to deliver meaningful, equitable and sustainable change for the youth sector.

Why work at UK Youth?

UK Youth exists to widen the reach and deepen the impact of youth work and outdoor learning, so that every young person has someone who believes in them. Our vision is a society that backs every young person - through each spark, struggle and success.

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As the UK's national infrastructure body for youth work and outdoor learning, we strengthen and champion a diverse network of youth organisations, unlock investment, shape policy and build the evidence base for what works. At a time of growing need and inequality of access, our work has never been more important.

We are entering an exciting new phase of our strategy - focused on long-term resilience, income diversification and a transformational Capital Appeal to develop Avon Tyrrell as a national centre of excellence for outdoor learning.

Joining UK Youth means being part of an ambitious, impact-driven organisation committed to strengthening youth work for generations to come

Key responsibilities

1. Partnership performance and delivery

- Lead the development of performance reporting, analysing information from national and regional partners to track progress, identify risks and opportunities, and provide clear, actionable insights that support effective operational and strategic decision-making
- Work collaboratively with organisational leads to identify delivery challenges, agree corrective actions and maintain accountability for agreed commitments.
- Monitor interdependencies between programme workstreams, ensuring opportunities for collaboration are maximised and potential gaps or duplication are addressed.
- Leading the delivery of YSDP engagement activities including co-design workshops with regional and national infrastructure organisations and our digital platform to foster collaborative working.

2. Partnership leadership and governance

- Build and maintain effective relationships with senior leaders and delivery colleagues across core, national and regional partner organisations, fostering collaboration, alignment and shared ownership of programme delivery.
- Lead the effective operation of the YSDP Performance & Operations governance group, bringing together partners to support collective decision-making, problem-solving and delivery oversight.
- Plan and facilitate governance meetings, producing high-quality agendas, papers, briefings and action logs that enable informed discussion and decision-making.
- Manage the flow of information and accountability between strategic and operational governance. Ensure decisions, actions and escalations are clearly documented, communicated and progressed across relevant partners.
- Support the development and continuous improvement of partnership governance processes, ensuring they remain proportionate, inclusive and responsive to the needs of an evolving national programme.

3. Monitoring, evaluation, continuous learning and reporting

- Coordinate partnership-wide monitoring, evaluation and learning activity, working with organisational leads and evaluation partners to ensure robust evidence, meaningful performance measures and consistent reporting against YSDP outcomes.
- Bring together quantitative data, qualitative insights and regional intelligence to monitor progress, identify emerging themes and inform programme development and decision-making.
- Lead regional and national Communities of Practice and facilitate learning-focused discussions that encourage reflection, challenge, shared learning and continuous improvement across the partnership.
- Ensure that learning from regional partnerships, delivery partners and young people informs national discussions, programme development and strategic decision-making.
- Coordinate partnership-wide risk, issue and financial reporting, working with partners to monitor performance, agree mitigations, ensure appropriate use of funding and escalate significant concerns through governance structures.
- Produce clear, concise and insightful performance, risk and delivery reports, ensuring timely and effective information flows across governance groups and partner organisations.

Other area of responsibilities

- Manage UK Youth's cross-functional delivery of its contributions to YSDP.
- Line management of the Youth Sector Development Partnership Officer
- Create inclusive spaces for discussion in which partners feel heard, appropriately challenged and empowered to contribute.
- Support a culture of shared accountability in which partners take collective responsibility for achieving programme outcomes, while recognising their distinct organisational responsibilities.
- Work closely with regional partners to ensure local expertise, experience and intelligence are meaningfully reflected in national discussions.
- Champion the partnership's commitment to youth voice and equity, ensuring these principles inform governance processes, performance discussions and decision-making.
- Model and promote the YSDP's shared values through everyday working relationships, behaviours and approaches.

Manager behaviours and expectations

All staff at UK Youth will demonstrate their commitment to our mission to ensure all young people are equipped to thrive and empowered to contribute at every stage of their lives. They will also be able to fulfil the below expectations and behaviours:

- Be committed to safeguarding principles, and be willing to put the welfare of children and young people at the forefront of your work
- An understanding and belief in the inclusion of all staff, partners and young people irrespective of race, gender, sexuality, age, religion, ability, identity,

and experience
- Actively promotes and embeds understanding of equity, diversity and an inclusive culture
- Able to take personal accountability for key work areas and understand individual accountabilities within work areas back to inform planning and decision making
- Able to make multiple links and analyse relationships between complex areas of work, anticipate problems and risks.
- Able to be solution focussed in their thinking and approach.
- Undertake any other duties and reasonable requests that are in keeping with the nature of this post.

Person specification: Youth Sector Development Partnership Manager

We are looking for an experienced partnership and programme manager who can coordinate complex multi-organisation delivery, governance, performance, risk and learning while turning evidence into clear decisions. Someone who combines rigour and accountability with warmth, curiosity and a genuinely collaborative, relational approach to leadership. A trusted, inclusive and pragmatic collaborator who builds relationships, navigates ambiguity and difficult conversations, and champions equity, youth voice and shared accountability. The successful candidate will demonstrate the following qualities, reflecting the emerging values of the Youth Sector Development Partnership.

Experience

Essential

- Experience of managing complex, multi-stakeholder programmes, partnerships or initiatives involving multiple organisations with shared objectives and responsibilities.
    - Experience of coordinating or managing governance arrangements involving senior leaders, including preparing high-quality reporting, facilitating meetings and ensuring effective follow-through on decisions.
    - Experience of managing programme performance across multiple delivery partners, organisations or workstreams, including the development and coordination of performance reporting and risk management processes.
- Experience of synthesising complex qualitative and quantitative information into clear reporting, insights and recommendations that inform decision-making.
- Experience of working within the youth, voluntary or wider civil society sector, particularly in sector development, infrastructure or capacity-building initiatives.
- Experience of embedding equity, inclusion, youth participation or community voice within partnership governance and programme development.

Desirable

- Experience of grant-funded programmes and working within associated reporting and accountability requirements.
- Experience of working on nationally coordinated programmes delivered through regional or locally led partnerships.

Knowledge, skills and understanding

Essential

- Strong relationship management and influencing skills, with the ability to build trust, foster collaboration and work effectively across organisational boundaries.
- Ability to balance strategic thinking with effective oversight of operational delivery, performance and programme outcomes.
- Excellent facilitation and communication skills, with the confidence to lead discussions, navigate complexity and present information clearly to a range of audiences.
- Strong understanding of performance management, monitoring and evaluation, including the use of reporting frameworks, data and management information to support decision-making.
- Good understanding of governance, risk management and reporting, with the ability to support effective accountability, decision-making and escalation.
- Highly organised, with the ability to manage competing priorities, meet deadlines and apply equitable and inclusive approaches to partnership working.
- Excellent written and verbal communication skills, with the ability to present complex information clearly and concisely to audiences with different levels of operational and strategic involvement.
- Highly effective organisational skills, with the ability to manage multiple competing priorities, maintain oversight of interconnected activities and deliver to demanding deadlines.
- Understanding of equitable and inclusive approaches to partnership working, including recognising structural inequalities and ensuring diverse perspectives meaningfully inform decision-making.

Desirable

- Knowledge of the youth sector landscape in England, including the role of national and regional infrastructure organisations.
- Familiarity with systems-change approaches and the challenges associated with coordinating collective action across organisational and geographical boundaries.

Personal qualities

- A natural collaborator who recognises that successful partnerships depend on mutual support, shared responsibility and collective achievement.
- Proactive and attentive to the wider environment, anticipating emerging

challenges, identifying opportunities and recognising when colleagues or partners may need additional support.
- Builds trust through honesty, transparency, reliability and constructive communication.
- Brings curiosity and an open mind to different perspectives, encouraging healthy challenge and recognising that effective solutions emerge through dialogue.
- Comfortable acknowledging uncertainty, addressing difficult issues and creating an environment in which challenges can be discussed without blame.
- Understands the importance of sharing power and respecting the expertise of regional, community-led, specialist partners and young people.
- Pragmatic, solutions-focused and able to balance ambition with the practical realities of programme delivery.

This post is subject to receipt of two satisfactory references, an enhanced DBS check and Right to work in the UK. Please note, this job description is subject to change. With any significant change, we will ensure this is discussed with you before any final approvals and or commitments. This job description does not form part of your contract of employment. You may be required by the organisation to undertake any duties within your skills and capabilities, which the organisation reasonably considers necessary to meet business needs.

As part of the recruitment process UK Youth will be gathering and uses certain information about you. For further information regarding this please review our Data Protection Privacy Notice which explains what data of yours we process and how we use it.