



Young people in London take part in a GFC partner summer activity – Photo Credit - Little Fish Theatre 2022

Application Pack – Young Gamechangers Fund

Programmes Associate – Young Gamechangers Fund

How does it all work?

Global Fund for Children (GFC) works to build a world where all children and youth are safe, strong, and valued. To that end, we partner with innovative, locally led organisations, helping them deepen their impact and build their capacity for social change. By pairing flexible funding with targeted capacity development services, we help our partners grow stronger and more responsive to challenges on the ground. Since 1997, we have invested more than \$44 million in over 700 organisations globally. Our work advances the rights of children and youth across four focus areas: education, gender equity, youth empowerment, and freedom from violence and exploitation.

You will join a multinational team of caring and committed individuals who believe in investing in bold ideas to help community-led organisations deepen their impact and advocate for children’s rights. We value courage, excellence, learning, partnership, and inclusion, as well as kindness and passion. Our partners’ visions for change inspire all we do. Feedback and learning inspire us to do better, and we strive to be youth centred.

The Young Gamechangers Fund is a new and exciting UK funding initiative established through a dynamic partnership between the Co-op Foundation, the Co-op, Global Fund for Children, Restless Development and one other funder that share a common vision for the future of youth-led change. The Young Gamechangers Fund will be co-designed with youth activists to change the way that youth-led activism, social change and movement building is funded in the UK.

What will you be doing?

The Programmes Associate is responsible for supporting the delivery of Young Gamechangers Fund and will play an important role in supporting the development and delivery of the support package that the YGF will offer to our grantees! Young Gamechangers Fund (YGF) grantmaking structures. This role will work with Restless Development, the YGF steering group and young activists from across the UK to co-design a participatory grantmaking process that channels flexible funding to youth activists and youth-led organisations across the UK.

The Programmes Associate will work as part of our YGF, Europe and Eurasia and global Programmes teams. This is a full-time position based in the UK, reporting directly to the YGF Programmes Manager. This role will be a key part of the YGF team based within Restless Development (RD) and GFC to support the work of the partnership. This is an exciting new role that will allow you to help design and deliver learning, training and movement building spaces to YGF grantees and support your own cohort of youth grantees. The role will focus on:

Participatory Grantmaking:

- Work with the YGF team at GFC and RD to deliver a participatory co-design process for the YGF
- Work with the YGF team at GFC and RD to support youth led grantmaking panels throughout the life of the Fund
- Support grantmaking for the YGF portfolio through our grantmaking database with the support of the YGF Programmes Officer

Cohort building and support

- Establish trust-based relationships with YGF grantees
- Work with our YGF Programmes Officer to support grants management including assessments, report follow-up, and regular communication with partners
- Conduct periodic site visits and follow-up on partners' progress toward meeting their outcomes and impact
- Conduct capacity building activities and identify additional resources as needed to help YGF partners address their needs
- Work closely with the YGF team to design and deliver high quality learning, connection and movement building spaces for YGF grantees
- Work with the YGF learning partner, communications leads and steering group to collect and highlight stories, learning and successes from YGF grantees to demonstrate the impact of grantees and the YGF in line with the YGF communications and outreach strategy
- Work in collaboration with the grantee partners, Restless Development and the steering group to build and strengthen networks

Are you the right person?

If you have a track record of engaging young people in participatory and community-led activities and have experience in working with youth activists and youth led movements and organisations, we would love to hear from you!

We know that the right person may not be equally experienced in all aspects of the skills listed below so we are committed to providing induction and development support to the new role holder. We are looking to hear from exceptional candidates who can demonstrate strong skills in most of the following areas in their application and at interview. We strongly welcome applications from young people with personal experience of taking part in youth activism and/or supporting youth leadership in communities.

Essential

- Experience in working directly with young people from diverse communities in the UK

- Experience in project coordination
- Facilitation skills, both online and in face-to-face settings
- Understanding of the importance of safeguarding when working with children and young people
- Experience in engaging and working with children and young people, or the organisations that work with them, to co-design programmes or projects
- Experience in working with young people from underserved communities and from communities that experience racism and discrimination within the UK
- Understanding of the needs of youth activists within the UK
- Ability to help support workshops, training and provide assistance for grantees
- Experience delivering high quality work with the ability to stay focused on deadlines and details
- Strong verbal and written communication and interpersonal skills with the ability to interact and adapt information for people from a wide diversity of communities and cultures
- Good problem-solving skills
- Willingness to travel regularly, including regular overnight stays
- Strong commitment to the YGF and Global Fund for Children’s mission, values and vision

Desirable

- Experience in mentoring
- Experience in project coordination
- Experience in grant making
- Experience in grant management including project learning, monitoring and evaluation

What we offer you

Global Fund for Children (GFC) fosters a caring and flexible work environment that promotes collaboration, team wellbeing, respect, and professional development. We set standards of excellence and quality in our work, firmly believing that children and youth deserve the best we can offer.

Salary Range- £27,500 – 30,500 per year

Weekly hours – 35 hours per week.

Pension – After successful completion of probation, employees are auto-enrolled on the GFC workplace pension scheme. 8% employer contributions with 4% employee contributions.

Holidays – 25 days annual leave and 8 UK bank holidays. GFC offers an additional 5 floating holiday days to mirror global organisational leave. The basic annual leave allowance increases to 30 days after 4 years continuous employment.

Flexible Working Location – GFC is open to applications from candidates across the UK that are willing to travel regularly to our London office and to visit partners. The GFC UK Trust team currently has team members based in Scotland, the South-West of England and in and around London and utilises a flexible, remote model with regular travel to our office for those living outside London and a hybrid working model for those based close to London.

Learning – GFC encourages professional development as a part of our culture and values. GFC provides regular opportunities for training, collaboration, and mentorship. Employees may access professional development funds to support continued learning.

How to apply

Instead of a traditional cover letter, please share your CV and answers to the following questions in 1-2 A4 pages:

- 1) What excites you most about this role and how is it directly connected to your skills or experience;
- 2) What experiences of direct work with youth activists or youth-led groups or movements would you bring to this role? This can be either as an activist yourself, or in a paid or voluntary role
- 3) What support do you think the young activists and youth-led groups and organisations we will fund will need and how does these support needs align with your experience, skills and knowledge?

to careers@globalfundforchildren.org with “Programmes Associate – YGF” in the subject line. Applicants must be legally eligible to work in the UK. **The deadline for applications is midnight on Tuesday 30th May, 2023. Please note that interviews will be offered on a rolling basis from 15th May.**

You can also choose to submit an Equality and Diversity Monitoring Form which is optional and anonymous. The selection committee will not have access to these forms during the recruitment process. Please use this [link](#) or download the form on our website - <https://globalfundforchildren.org/careers/>

GFC is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. **We particularly encourage applications from communities that have historically been excluded from philanthropy and from under-represented groups including candidates who are LGBT+, from Black and racially-minoritised communities, with a disability, impairment, learning difference or long-term condition, with caring responsibilities, from different nations and regions, and from less advantaged socioeconomic backgrounds.**

If you are an applicant with a disability and require a reasonable accommodation to apply, please send an email to careers@globalfundforchildren.org with your request.

Learn more about us at www.globalfundforchildren.org.