



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

Application Pack – Young Gamechangers Fund

Programmes Manager – 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 Manager is responsible for the day to day running of the Young Gamechangers Fund grants programmes within Global Fund for Children as well as supporting the development of the external Young Gamechangers Fund (YGF) partnership in collaboration with the Restless Development. 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 Manager will work independently and as part of our Europe and Eurasia and global Programmes teams. This is a full-time position based in the UK, reporting directly to the Regional Co-Director for Europe and Eurasia. This role will line manage the YGF Programmes Officer and Programmes Associate roles and will work closely with the Restless Development team to lead the delivery of the partnership. This is an exciting new role that will allow you to build the participatory mechanisms and processes that will bring the YGF to life. The role will focus on:

Participatory Grantmaking:

- Set up new participatory grantmaking platform for applicants and reviewers based on a youth-led co-design process
- Support the YGF team at GFC and RD to coordinate a participatory co-design process for the YGF
- Support the YGF team at GFC and RD to set up and run youth led grantmaking panels throughout the life of the Fund
- Manage and oversee grantmaking for the YGF portfolio through our grantmaking database
- Set up new funding processes and structures that take into account the diversity and flexibility of the YGF, with a particular focus on funding individuals and youth-led groups and organisations

Overall Project management:

- Set up shared project management system between GFC and Restless Development to ensure smooth collaboration and efficient tracking of project activities and outcomes
- Manage and report on the day-to-day progress of the YGF within Global Fund for Children and to key external stakeholders
- Manage formal reporting for the YGF to key stakeholders
- Represent Global Fund for Children and the YGF at external meetings and events

YGF Partnership Support and Learning:

- Oversee the team building trust-based relationships with YGF partners
- Oversee the relationship with the YGF Learning partner in collaboration with the YGF learning coordinator
- Oversee the design and delivery of high quality learning, connection and movement building spaces for YGF grantees
- Work closely with the Restless Development communications leads and strategy group to set up a communications and outreach strategy for the YGF
- Work in collaboration with the grantee partners, Restless Development and the steering group to build and strengthen networks

Line Management and Team Support

- Line manage the YGF Programmes Officer and Programmes Associate roles, providing support, coaching and professional development opportunities
- Cultivate strong relationships with the YGF roles hosted by Restless Development
- Build a strong YGF delivery team across both partner organisations

Are you the right person?

If you have a track record of delivering participatory and community-led projects, have a strong commitment to resourcing youth activism and participation in grantmaking and have knowledge and expertise in supporting partnerships, 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.

Essential

- Significant expertise in managing and delivering high quality, fast-paced projects
- Strong experience in engaging and working with young people and communities to co-design programmes or projects
- Strong experience in line management, coaching and team building
- Strong facilitation skills, both online and in face-to-face settings
- Proven track record of independently delivering high quality work in a complex environment staying focused on deadlines and details as well as project delivery
- Experience of using a CRM, database or other tools to track projects, grants or similar
- Experience of grantmaking within the UK
- Experience in grant management including project learning, monitoring and evaluation
- Experience in managing large budgets and/or multi-donor budgets
- Experience of collaborative working including with communities, organisations and funders
- 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
- Exemplary problem-solving skills
- Willingness to travel regularly within the UK, including regular overnight stays
- Strong commitment to the YGF and Global Fund for Children's mission, values and vision

Desirable

- Experience in grant making to individuals
- Experience in utilising iterative approaches to project delivery and learning
- Experience in working in any of the following areas:
 - children and young people's services
 - youth work
 - youth activism, networks or movement building

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 - £46,000 - 50,000 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 project management would you bring to this role; and;
- 3) What experiences of participatory work or co-design would you bring to this role?
- 4) What do you think are the key challenges facing youth activist and youth-led groups and organisations in the UK and how do you think funders should tackle these?
- 5) What do you think are the most important aspects of building and managing a team? Please give examples of your experience and approach to management.

to careers@globalfundforchildren.org with “Programmes Manager – 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](https://globalfundforchildren.org/careers/) 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.