



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

## Application Pack – Young Gamechangers Fund

# Programmes Officer – 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 Officer is responsible for supporting the day-to-day delivery of the Young Gamechangers Fund (YGF) grants programmes within Global Fund for Children and will play a key role in supporting the development of the Young Gamechangers Fund 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 Officer 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 and GFC to support the work of the partnership. This is an exciting new role that will allow you to run the participatory mechanisms that will bring the YGF to life and support your own cohort of youth grantees. The role will focus on:

### **Participatory Grantmaking:**

- Support the set up of new participatory grantmaking platform for applicants and reviewers
- Work with the YGF team at GFC and RD to coordinate 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
- Coordinate grantmaking for the YGF portfolio through our grantmaking database with the support of the YGF Programmes Manager
- Run 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

### **Cohort building and support**

- Establish trust-based relationships with YGF grantees
- Work with our YGF Programmes Manager 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, have good grantmaking skills 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

- Experience in developing and supporting participatory grant making processes
- Experience in working directly with young people from diverse communities in the UK
- Proven experience in project coordination
- Strong facilitation skills, both online and in face-to-face settings
- Track record of independently delivering high quality work with the ability to stay focused on deadlines and details
- Experience in grant making
- Experience in grant management including project learning, monitoring and evaluation
- 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
- Strong level of attention to detail
- 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 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

## 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** - £35,000 - 38,000 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 participatory work or co-design would you bring to this 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](mailto:careers@globalfundforchildren.org) with “Programmes Officer – YGF” in the subject line. Applicants must be legally eligible to work in the UK. **The deadline for applications is midnight on Tuesday 30<sup>th</sup> May, 2023. Please note that interviews will be offered on a rolling basis from 15<sup>th</sup> 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](mailto:careers@globalfundforchildren.org) with your request.

Learn more about us at [www.globalfundforchildren.org](http://www.globalfundforchildren.org).