

# youth futures FOUNDATION



## Grants & Evaluation Committee Member Recruitment Pack

Date: July 2025

# Welcome

Youth Futures Foundation was established in 2019 with the clear mandate to address the cycle of systemic employment disparities, discrimination and disadvantage that marginalised young people in England face. In our first five years we have built the evidence to better understand why these different employment outcomes exist, and their long-term impact on our young people. The stark reality remains, however, that a staggering 1 in 8 young people are not in education, employment or training (NEET), with those from marginalised backgrounds facing even greater barriers than their peers.

The challenge is big but so is the prize for getting it right, not only for young individuals but our society and economy at large. To get there our country needs clear ambition, which is why the heart of our new strategy sets the goal that England should aim to have the lowest NEET rate in the OECD by 2050; a statement of intent we hope others will join us in calling for.

As we look to the future, it is right we set direction for the unique and privileged role Youth Futures plays as the What Works Centre for youth employment. Not just in building the evidence base on the barriers and solutions to this persistent challenge; but in proactively influencing those who hold the levers of change in policy and practice to unlock a generation of talent.

Established as a small start-up with a big mission, Youth Futures' early years saw the organisation adapt swiftly and decisively. Less

than six months into operations, we – like so many others – were navigating a global pandemic that brought with it an unprecedented challenge for the labour market, young people and the front-line organisations supporting them. I am enormously proud of everything the team were able to learn and achieve during this period, and way they adapted to support those most in need at the time.

We promote strong coordination and partnership working across government, funders, delivery organisations and employers. Our flagship £16 million Connected Futures Fund aims to address the fragmentation of youth employment and skills delivery in the places that need it most, so that young people furthest from the job market receive consistent high-quality support to address complex needs.

We continue to strengthen our organisation and team as we grow and evolve and this role will play a crucial part in supporting the organisation in achieving its vision, mission and business goals. If you are passionate about creating a better future for young people, we look forward to hearing from you.



**Barry Fletcher, CEO**

# About us

## Who we are

Youth Futures Foundation is the national What Works Centre for youth employment, with a specific focus on marginalised young people. We are part of the national What Works Network of organisations committed to generating and collating the best evidence to identify, analyse and target the critical challenges facing our country.

## What we do

Youth Futures Foundation is the What Works Centre for youth employment. At Youth Futures, we work directly with government, employers, civil society organisations and young people themselves to influence policy and practice. Alongside our partners, grantees and young people, we have put our collective efforts into identifying the most effective strategies and tools to get us moving in a better direction.

In 2023, our team grew across our three locations in London, Birmingham and Leeds, and we welcomed new board and committee members with a breadth of skills and experience. A second cohort of Future Voices Group Ambassadors have also joined us, bringing with them their lived experience and fresh perspectives so crucial to our success. We believe all of this puts us in a unique position to change the system that currently does not serve young people well.

One of our most important innovations in 2023, the Data Dashboard brings together the latest youth labour market data and our own research, combining the best evidence on youth employment from across the UK and internationally. It is our way of making the evidence visible to policy makers and influencers to help them make informed decisions for change.

In 2024, we are continuing to implement and evaluate interventions to deepen our understanding of what works to get young people into employment. As we do so, we will expand our investigation of the underlying, multi-faceted causes of youth unemployment and grow the evidence base for action. And we will continue to bring that evidence to the right people, in the right way, to help make change a reality.

## Vision, Mission and 'North star' goals

### Vision and Mission



A vision that speaks to our core beliefs and aspirations for all young people.

An action-orientated mission as a What Works centre focussing on young people facing marginalisation.

### 'North Star' goals



Two 'north star' goals to set long term ambition for us and others. They speak to the impact needed for the future to be different for a marginalised young person born today when entering working life.

# Our values

## **We are bold**

We want to disrupt the status quo and transform the youth-employment system

## **We are always learning**

We are evidence-driven, we innovate and we aren't afraid to fail

## **We are inclusive**

We embrace, celebrate and

champion diversity in all its forms – it's core to who we are

## **We are collaborative**

We build partnerships and share power to increase the collective impact

## **We are determined**

We are relentless in our pursuit of a better future for all young people



# Equity, diversity and Inclusion statement

**The young people we aim to serve - and the challenges they face - are all unique. We need to build a team that reflects this diversity, is highly skilled and committed. Our commitment to inclusion across all protected characteristics, experiences and socioeconomic background forms the cornerstone of our work.**

We work hard to ensure we have a diverse and inclusive workforce. We use identity-blind software for all our permanent recruitment campaigns to reduce unconscious bias during recruitment. We have flexible working policies which are kept under review and many of the more flexible working practices we adopted during lockdown have been retained. The recruitment of our team around our three hubs of Birmingham, Leeds and London has enabled us to attract a greater diversity of talent than simply focusing recruitment in one city.

In building the Board, the Future Voices Group, and making external appointments to the Grants Committee, we have also ensured our governance and advisory structures contain a broad diversity of background and experience.

We are committed to encouraging an open, collaborative, safe and inclusive working environment. We have an EDI committee, formed of a group of employees, with a senior leadership team lead, who have a keen interest or experience of EDI and work together on issues or concerns related to equity, diversity and inclusion at work. The committee address and implement proactive strategies relating to EDI, support policy reviews and revisions, be the employees voice to Senior Leadership Team members and share feedback for continual improvement on our organisational wide values and commitment to EDI.

We are Disability Confident and have committed to ensuring that we attract, recruit, retain, support and develop disabled people in the workplace. We aim to continually improve and develop our talent attraction and inclusive recruitment practices to be reflective of our organisational behaviours and culture.

We are committed to the charter as an employer positive about mental health in the workplace and are a Mindful Employer.

We are a Living Wage Employer, as we believe a hard day's work deserves a fair day's pay. Our base rate of hourly pay is in line with the London Living Wage.

We are committed to showing salary information on all of the roles that we advertise both internally and externally, along with sharing our pay scale information internally.







## 2023 in numbers

**£15m**

additional Dormant Assets funding awarded for our Building Futures programme

**20**

new Future Voices Group ambassadors welcomed in the second cohort

**811**

employers representing SMEs\*, public sector and large corporates engaged through our partnerships with DFN Project Search, Workwhile, Re:Generate and Youth Employment UK

**£5.2m**

cumulative total committed to the largest ever range of youth employment evaluations in England through our What Works programme

**8,640**

visits to our Youth Employment Toolkit

**3,250**

ethnically minoritised young people surveyed on their experiences of learning and employment

**2,149**

views of our Data Dashboard

**27**

research and evaluation papers published

**07**

youth employment interventions featured in our Youth Employment Toolkit, bringing the best evidence to decision makers

**25,301**

cumulative total of young people engaged

**02**

grant schemes designed and launched, taking our evidence and putting it into action

**01**

employer engagement strategy developed in consultation with Employer Advisory Board members, the Youth Futures Foundation Board and the Future Voices Group

**£29m**

in cumulative grant funding awarded to 173 grantees

Unless otherwise stated, this report and these figures cover the period from January to December 2023.  
\*SMEs are small-to-medium-sized enterprises

# Role description

## The Grants & Evaluation Committee

Our Grants and Evaluation Committee is one of three specialist committees that support the Youth Futures Board in discharging its responsibilities.

The Committee oversees, on behalf of the Board, the strategic development and delivery of Youth Futures programme portfolio in accordance with our objects and strategic priorities as well as our grant making and evaluation approach. There are currently nine members of the Committee, including four from the Youth Futures Board, the CEO and four external members.

We are looking for two more external members to join the Committee to add to the extensive skills and experience we currently have and ensure continued diversity of thought and perspectives.

We are looking for individuals who will bring a combination of the following knowledge and experience

- Undertaking or commissioning complex, large-scale evaluations
- National or regional commissioning of relevant service provision (e.g. youth employment and/or education service provision)
- knowledge of large scale programme implementation, especially where subject to evaluation
- lived experience / experience of youth employment systems at a local or national level
- understanding of Youth Futures Foundation's priorities and strategy

The Committee's duties are to:

- Oversee the design, development and implementation of strategic programmes and ensure the programmes further Youth Futures' objects and strategic objectives.
- Participate in discussions and approve decisions relating to programmes, making recommendations to the Board as needed
- Provide oversight for the Advisory Groups and ethics advisory processes that underpin programme design and decision making
- Have oversight of Youth Future's research plan, including how it impacts on the design and delivery of strategic programmes, and on the delivery of the organisation's strategy and strategic objectives.
- Have oversight of the Company's overarching programme risk, including ensuring that Youth Futures' risk management processes relating to programme delivery
- Ensure impartiality and objectivity in decision-making
- Participate in training and appraisal
- Participate in the review of the Committee's Terms of Reference, performance and effectiveness

## Meetings & Working arrangements

The Committee meets at least four times a year with at least one of those meetings being in person in Youth Futures' London office. We expect Committee members to

- Attend Committee meetings and respond to emails as needed
- Work in partnership with the Chair and other members of the Committee
- Work with the Committee Secretary
- If requested, attend and / or represent Youth Futures at events and meetings
- Take part in visits to grantees
- Maintain confidentiality as appropriate, and not use or disclose, any confidential information concerning Youth Futures and any related organisations with which they come into contact by virtue of their position
- Declare all interests upon appointment, annually, and any interests at the start of each decision-making meeting and adhere to any resulting exclusions or recommendations

Appointments will be made by the Board of Youth Futures and subject to standard background checks. Committee members may serve up to 3 terms of 3 years and may resign their Membership by giving notice to the Chair. The appointment is remunerated at £3,943/annum (2025), in addition to reimbursement of any reasonable expenses.



# How to apply

To apply for the role please visit [BeApplied](#)

Include your CV and a personal statement (maximum 2 sides of A4)

**Please note:** before you start your application you will be asked to confirm that you are answering the questions yourself and that answers are not plagiarised or automatically generated by AI software, before you start your application.

You must ensure that you genuinely record the abilities, skills and experience that are verifiable. Remember, as the applicant, you are responsible for the entire content of your application, regardless of how it is generated.

Your personal information, supplied for the purposes of recruitment will be held and processed by Youth Futures Foundation for this purpose only. For further details please view our privacy policy [Privacy Policy - Youth Futures Foundation.](#)

## Recruitment timetable

**Deadline for applications:** 3 September 2025, 10am

**Interviews:** 30 September & 2 October 2025

If you require this document in an alternative format, or have any questions relating to this vacancy please contact our people team on [opportunities@youthfuturesfoundation.org](mailto:opportunities@youthfuturesfoundation.org)

