Social Investment Business

YOUTH MATTERS FUND

## Recruitment Pack - SIB042

# YMF Director

disability confident EMPLOYER

We are a Living Wage Employer

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| **Salary** | £115,000 - £120,000 WE SHOW THE SALARY |
| **Hours** | Full time - flexible working |
| **Job Type** | Fixed term for 3 years |
| **Location** | Remote with some mandatory travel to London and travel nationally |
| **Reports to** | CEO |
| **Direct Reports** | Heads of Partnership, Head of Youth Empowerment, Head of Construction and Head of PMO |







# About the Youth Matters Fund

The Youth Matters Fund (YMF) is a national programme designed to improve the availability, quality and long-term sustainability of youth provision across England, with a particular focus on underserved places and young people who face the greatest barriers to accessing positive activities and trusted adult support. It is funded by DCMS and is part of the National Youth Strategy.

The Fund is expected to distribute approximately £400 million in grants for the construction and improvement of youth facilities, essential equipment and revenue-funded activities, creating or enhancing up to 250 facilities and supporting fuller use of up to 2,500 youth spaces in 60 local authorities. Delivered through a partnership led by Social Investment Business, the programme will bring together expertise in grant management, youth work, local partnerships, community funding, construction and legal assurance.

Young people are central to the Fund's design, delivery and decision-making, including through paid roles, grant panels, advice and guidance, local partnerships and work-experience opportunities. The Fund's overall purpose is to secure rapid improvements in youth services while strengthening the youth workforce, building meaningful local partnerships, attracting complementary funding and creating a sustainable legacy for young people, communities and the wider youth sector.







# About Us

At Social Investment Business (SIB) we finance social change. Through a mix of funding, investment and innovation, we back the organisations that make up the social economy – those tackling inequality, improving lives, and driving positive change every day. Our role is to provide the support, flexibility, and trusted partnership they need to thrive.

While social investment is defined as the use of repayable finance, like loans or shares, to help charities and social enterprises, our work at SIB goes beyond this. As well as repayable finance, we provide a wide range of support to the social sector including grants, blended finance, expert support and innovation.

As one of the UK's largest social investors, we've deployed over £0.8bn in loans and grants since 2002. We've supported more than 6,000 charities and social enterprises to build a fairer society, while using our expertise to research, innovate and advocate for the sector.

Read our full 2030 strategy.

# About You

You will bring the judgement, resilience and strategic leadership needed to mobilise and deliver a complex national programme at pace. Combining rigorous financial and operational oversight with an inclusive and collaborative approach, you will ensure strong governance while empowering others to succeed.

You will have the confidence to build trust across government, delivery partners, communities and the youth sector, while holding people to account for results. You will also demonstrate the credibility and resilience needed to operate effectively under pressure, translating ambitious policy objectives into practical action and tangible outcomes.

Above all, you will have a deep commitment to equity and to ensuring that young people have genuine influence over the decisions and outcomes that affect them.

# Why This Role Matters

You will be the senior operational leader of a circa £400m, four-year, capital-heavy national grant programme delivered across approximately 60 places through a six-partner delivery model. The role is accountable to SIB's CEO (as SRO) and, through them, to DCMS, for delivering the Fund's objectives on time, on budget, and with young people as genuine decision-makers.

You will work closely with the six delivery partners: the National Youth Agency (NYA), UK Youth (UKY), Young People's Foundation Trust (YPFT), UK Community Foundations (UKCF), Turner & Townsend and Sharpe Pritchard, and with SIB's experienced core team.

Beyond successful programme delivery, you will be expected to drive the Fund's wider strategic ambitions, ensuring that youth voice is embedded throughout design, delivery and decision-making, and that young people are empowered as active participants and decision-makers across all strands of the Fund. You will be responsible for strengthening meaningful local partnerships, supporting the development of sustainable youth infrastructure in underserved communities, securing opportunities for match-funding and long-term investment, and ensuring that the Fund leaves a lasting legacy for young people, places and the wider youth sector.

The role will champion collaboration across national and local stakeholders, using data, insight and learning to maximise impact, influence future policy and investment, and contribute to the objectives of the National Youth Strategy.

As senior operational lead the role will require a strong and proactive working relationship with DCMS (governance, reporting, Youth Capital Portfolio Board), the Funder's Agent, the YMF Grants Committee and its three strand panels and the youth steering group.

You will also be part of SIB's Senior Management Team (Directors Group) and support SIB's wider strategic objectives.

# What You'll Be Doing

**Financial stewardship and deployment:**

- To lead the YMF team in successfully deploying approximately £400 million within the youth sector
- To have overall responsibility for operating  within annual fixed budgets

**Programme mobilisation, delivery and grant management:**

- Implement an aggressive, front-loaded schedule with mobilisation in FY26/27 opening in January 2027 to applications, leading and building the YMF team, ensuring assessment capability and capacity, and establishing multiple operational elements in the first phase of the Fund
- Run and oversee three strands coherently (construction, equipment and revenue) through one platform and through the Grants Committee/panel structure, ensuring the customer experience is as smooth and proportionate as feasible
- Ensure an open, transparent and trusted working relationship with the DCMS team – in governance, PMO, data, reporting, and external communications

**Young people:**

- With the Head of Youth Empowerment, make the youth empowerment plans real, with young people as direct decision-makers on equipment and wider participants across all strands; a Youth Steering Group, employment and work-experience opportunities, and wider input, advice and guidance
- With senior SIB colleagues, ensure a robust safeguarding architecture is in place for YMF as a whole

**Partner leadership and accountability:**

- Own the day-to-day government relationship with DCMS with relevant peers, providing senior leadership on reporting, drawdowns, governance, assurance, organisational accountability and the risk register within Managing Public Money/GovS15 disciplines
- Manage the six-partner model with SLAs, quarterly partner convening and managing the risks that sits with SIB as the accountable lead

**Leadership:**

- Contribute as part of the Directors Group to deliver SIB's strategic objectives, performance targets and values driven culture
- Be jointly responsible for the Governance of SIB's entities
- Present and represent YMF at Board level
- Lead, coach and develop team members through regular support, feedback and performance conversations, promoting engagement, wellbeing, capability development and high performance in line with SIB values and objectives

**Values and Behaviours:**

- To promote and embed SIB values: accountability, boldness, collaboration, curiosity, putting people first while also championing equality, diversity and inclusion
- For YMF, to champion the purpose and objectives of the Fund and similarly to act with integrity, transparency and accountability
  - Promote equality, diversity and inclusion in all aspects of programme delivery
  - Foster collaborative relationships with delivery partners and stakeholders
  - Demonstrate a strong commitment to responsible stewardship of public funds
  - Maintain a focus on delivering sustainable outcomes for young people

# The Skills & Experience You'll Bring

## Essential Experience / Competencies

- Government-facing accountability and experience of managing large scale public money
- Leading through partnership, such as running delivery through multiple partner organisations under formal agreements, as well as overall management of an internal delivery team
- Budget ownership at scale - real budget-holding responsibility, including managing to a lean envelope and fixed annual profiles
- Strong leadership, judgement and problem-solving skills, with the ability to manage complexity and make sound decisions
- Proven ability to manage senior stakeholder relationships and build confidence across partners and funders
- Line-managing senior people at pace, including through a mobilisation phase

## Essential Skills and Attributes

- Credibility with both government departments and the youth sector - this role sits on the seam between DCMS and frontline youth organisations
- Genuinely committed to youth voice and comfortable with young people holding real decision-making authority, and able to make that work operationally and safely
- Calmness under delivery pressure as the schedule is tight and front-loaded, with money that can't be carried forward
- Ability to work at pace and in an environment with pressure, ambiguity and uncertainty
- Leading a team to excellent, high-quality delivery

## Strongly Desirable

- Prior experience of DCMS/NLCF/dormant-assets/outcomes-fund ecosystems, or of predecessor funds (Youth Investment Fund, Better Youth Spaces, Youth Endowment Fund, Life Chances Fund)
- Youth-sector knowledge, such as youth work, youth facilities, and the sector's workforce and funding realities
- Capital and/or revenue grant-making experience at scale
- Place-based/local-authority delivery experience as the Fund works across ~60 places with a devolution backdrop
- Senior operational capability, ideally relating to multi-year funding or delivery programmes
- Safeguarding leadership in a context involving young people

# Our Values

We are inspired by our five core values which are fundamental to the relationships with the charities and social enterprises we support, our behaviour towards each other and the manner in which we conduct our everyday work.



# Rewards and Benefits



## Pay and Reward

- Support for financial wellbeing beyond salaries with: a generous pension scheme, life insurance, enhanced maternity, paternity /partner leave pay and access to Perkbox, a platform you can use to access discounts and savings



## Wellbeing Benefits

- £300 per annum Wellbeing Benefit paid quarterly to support wellbeing through healthcare, fitness, personal development, mental health
- Digital Detox Closedown - regular detox afternoon whereby the business is closed for business from 1pm once a month
- EAP including access to virtual GP, Physiotherapist, Dietician and bereavement, eldercare and cancer support



## Holiday entitlement

- 25 days per year increasing 1 day per year up to 30 days with each complete year of service
- Additional day of birthday leave
- Supporting employees to carry out volunteering by providng 2 additional days leave per year for this purpose



## Remote Working

- Full time working from home with paid travel to bi-monthly in person meetings
- £400 per annum Remote Working Benefit paid quarterly to support with Broadband / utility bills



## Green Tech

- Permanent employees can lease an electric vehicle via Salary Sacrifice making savings on tax and NI
- Everyone can access £500 discount on either solar or heat pump installations

# Diversity and Inclusion

At SIB, we want our team to represent the diversity of the people and communities that we serve. We also want our organisation to be one where different backgrounds, experiences, expertise and perspectives are valued, and where everyone is encouraged to grow and develop. This means that when recruiting we actively seek to reach a diverse team.

# Use of AI

We welcome applications in an applicant's own words and discourage applicants from using automatically generated software to ensure transparency, fairness, authenticity, and the accurate assessment of each individual's skills, experience, and suitability for the role.

# Data Protection

We are committed to protecting your personal data and handling it in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. The personal information you provide during the recruitment process will be collected, processed and stored for the purposes of assessing your suitability for employment, communicating with you about your application, and fulfilling our legal and regulatory obligations.

Further details about how we handle your personal data can be found in our **Data Privacy Policy.**

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