

Youth Business International

Creating lasting change for young entrepreneurs and their communities

Youth Business International (YBI)'s mission is to support young people to start, grow and sustain their businesses - enabling them to create jobs, build communities and transform lives.

Young people are critical to future economic development and key to achieving the Sustainable Development Goals.

However with 66 million unemployed youth worldwide and 145 million young workers living in poverty, this potential is not being realised.

Addressing the youth employment crisis is imperative, not only for the well-being of young people but also to ensure sustainable, inclusive growth and social cohesion globally.

Locally rooted network leading to global impact

Established in 2000, YBI brings together organisations with aligned goals to develop and scale the most effective solutions to the critical challenges facing young entrepreneurs and catalyse positive change in entrepreneurship culture.

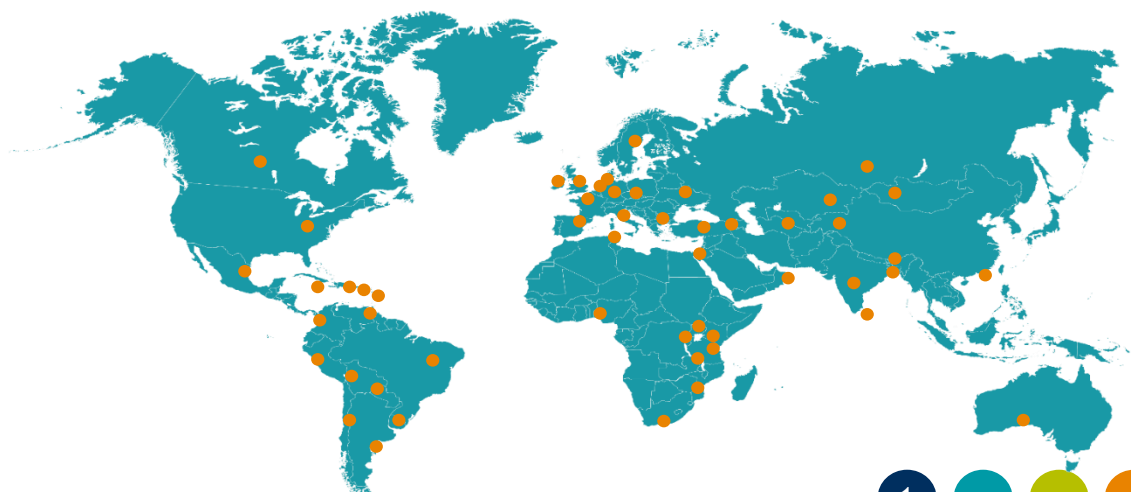
Since 2014 we have supported **over 263,000 young people** to start or grow a business by delivering a range of practical entrepreneurship support services, from guiding a young person to register a new business and improving their bookkeeping skills to helping them write a business plan or grow their fledgling business through facilitating access to finance.

YBI unlocks young people's potential and turns job seekers into job creators

Our goal is to create 1 million jobs through 250,000 youth-led businesses by 2025

Our expert members

Our 49 members in 47 countries are diverse, ranging from training organisations, microfinance institutions, mentoring specialists to business associations and incubators. Locally rooted and locally led, members combine deep contextual knowledge with YBI's sector-leading global expertise and tools.



The Network effect

YBI is supported by the Network Team, based in London, UK. This small, passionate team are committed to equipping members with the most effective solutions to empower youth with the right tools to start and grow sustainable businesses. As a network, we learn, innovate and influence together to drive impact for young entrepreneurs and their communities.



Learn

Building impactful organisations

We deliver training and other capacity development support to facilitate learning exchanges and connect members to partners with relevant expertise.



Innovate

Developing new products and services

We convene the collective expertise of the network to identify gaps in support for young entrepreneurs and collaborate to develop solutions.



Influence

Generating and leveraging evidence

We work with members to undertake research on priority themes and use these learnings to drive change in policy and practice.

Our values and team

Our values are embedded in everything we do:

Tenacity - We won't give up until every young entrepreneur has the opportunity to succeed;

Collaboration - We work together as a team, building trust to connect and empower;

Quality - We strive to set the highest standards in youth entrepreneurship support.

You will work across the YBI Network Team and with members on a range of projects. Maintaining our reputation as a leading global network requires a highly skilled, knowledgeable, energetic team to manage our internal business functions. As a part of this diverse and talented group of individuals, you can play a vital role in Youth Business International success.

Role Overview

Job Title	Director of Development and Programmes (D&P)
Location	Hybrid working: remote with regular travel to London
Term	Permanent
Hours	Full-time (5 days per week, 37.5 hours per week)
Salary	£65k-£75k per annum
Reporting to	CEO
Line Management	2 Head of Development and Programmes

This role is a central part of a global network of expert organisations (YBI members), collaborating to tackle the critical challenges facing underserved young entrepreneurs around the world. The Director of D&P will lead an experienced and talented team to successfully capitalise on a wealth of opportunities and will play a critical role in driving YBI's strategy, allowing YBI to double its reach, encourage social impact and become the leading voice on youth entrepreneurship through increased funding and impactful programmes.

Role Purpose

- To drive YBI's income growth as part of the 2023-2025 strategy, taking an entrepreneurial approach to developing unrestricted income sources and diversifying/growing the organisation's portfolio of high-value partnerships;
- To lead the strategic design and co-creation of compelling funder propositions and impactful programmes for our global network and ensure their effective delivery.
- To contribute to positioning the YBI externally and leveraging influence within the entrepreneurial ecosystem to deliver the organisation's strategy

Key Responsibilities

1. Organisational Leadership and Strategy

- Play an active and collaborative role with the Senior Management Team to develop and lead strategy development and execution across the organisation, share responsibility for the overall management of the organisation and role model the organisation's values, currently focused on YBI's significant growth in impact, membership and income across 2023-2025.
- As part of SMT take responsibility for the YBI Network Team's sustainability ensuring donors, members and all other stakeholders are engaged and that strategic decisions will meet their needs
- Promote and role model a collaborative, cross-departmental approach across the Network Team and work collaboratively with the Chair and Board of Trustees on strategic priorities and income growth
- Foster, promote and support inclusion at YBI by initiating and contributing to any organisational Diversity and Inclusion efforts
- Developing and maintaining authentic, trusting and transparent relationships with members/key stakeholders

2. Team leadership and management

- Working closely with the Heads of Development and Programmes, lead strategic and operational planning in business development and programme management, planning and effectively directing complex/high risk work streams and programmes that have substantial impact on YBI
- Provide clear direction, high quality line management, pastoral support and personal development to direct reports, in line with YBI's strategy and values, ensuring that all team members work collaboratively to deliver on the department's objectives

3. Business Development

- Lead the development and execution of YBI's income growth strategy, taking an entrepreneurial approach to developing unrestricted income sources including with HNWI and diversifying/growing the organisation's portfolio of high-value partnerships (including corporates, trusts/foundation, and institutional funding)

- Lead creative, strategic design thinking to co-create with D&P, the SMT and the wider Network Team to transform strategic priorities and activities into compelling, fundable programmes, products and services that deliver value for YBI and its stakeholders
- Lead the development of a strategic funding pipeline, across all income sources, and with the CEO and D&P Heads, the prospecting for new funders through research, networking, building relationships, and inspiring and building confidence in YBI’s mission and impact; to confidently develop and deliver high quality pitches to potential funders and investors
- Lead and/or oversee the development of high-quality, persuasive cases for investment/funding proposals tailored to specific donors
- Lead, with other SMT members, the activation of a new EU-based foundation, building strategic relationships and identifying funding opportunities with the EU.
- Ensure that appropriate systems are in place to support the delivery of business development activities

4. Programme Management

- Work with the relevant Head of D&P to lead YBI’s programme management to ensure all programme commitments are robustly planned, managed, delivered and evaluated on time and to budget, with direct leadership on significant partnerships; review and evolve the approach as necessary
- Oversee all relevant teams are clear about their responsibilities/accountabilities, including management processes to ensure that delivery is smooth and that risks are actively managed
- Build strong relationships with programme funders to ensure mutually beneficial engagement, understand their future priorities and create the scope for expansion of the partnerships

Person specification

Criteria	Essential	Desirable
Knowledge, skills, and experience		
A passion for fundraising with a proven track record of successfully cultivating, developing, and securing six figure donations from major donors, such as HNWIs, institutions, corporates, trusts and foundations	✓	
A track record for successfully developing and implementing fundraising strategies	✓	
Is able personally to engage and inspire donors and build long term relationships	✓	
Experience of managing a portfolio of funder relationships alongside the identification and development of new funder prospects	✓	
Expert knowledge in developing tailored business cases and/or compelling proposals for funding and investment across a range of funder categories	✓	

Experience of implementing an impact driven programme culture, leading and developing programmes and grant management/reporting	✓	
Experience of working effectively and collaboratively at a senior level within an organisation of a similar size	✓	
Experience of strategic and business planning processes and management	✓	
Credible leader with experience of managing high performing teams	✓	
Experience of working in a target-led environment with a proven track record of delivering or exceeding KPI targets	✓	
Experience of managing income and expenditure budgets	✓	
Direct experience in international development or entrepreneurship and developing global partnerships for funding	✓	
Experience of working in a network organisation or other organisation with a distributed structure		✓
Ability to act as an ambassador for YBI	✓	
Other		
Creative, innovative, driven and passionate	✓	
Positive, “can do” approach and entrepreneurial flair	✓	
Commitment to YBI’s vision, mission and values	✓	
Can use different models and styles of line management and coaching as required	✓	
Can use areas of influence and engagement effectively to lead change initiatives within organisation	✓	
Is able to present sensitive information and manage the response/reaction effectively	✓	
Excellent written and oral communication skills in English	✓	
Good knowledge using Microsoft Office 365, Zoom	✓	
Excellent written and oral communication in other languages, especially Spanish or French		✓

How to apply

If you are interested in applying, please send your CV (maximum 2 x A4), a covering letter to naomi@quarterfive.co.uk. Your covering letter (maximum 2 x A4) should:

- Explain why you want this job;
- Explain how your background and experience make you a suitable candidate - please use examples of specific projects and achievements;
- Show what relevant skills and knowledge you will bring, referring to the person specification.

Closing date: Monday 22nd May

Interviews: w/c 29th May

YBI is an equal opportunity employer, and we are committed to ensuring representation of people from all backgrounds regardless of their gender identity or expression, sexual orientation, race, religion, disability, age, ethnic or national origin, or any other aspect which makes them unique. We welcome applicants from all backgrounds to apply and would encourage

you to let us know if you require any adjustments, we can make to ensure that our recruitment process enables you to present yourself in a way that makes you comfortable.

At YBI, your right to privacy and confidentiality is important to us. By applying for this job, your information will be entered into our recruitment system for YBI's employment purposes only and for no longer than one year after the post has been filled; then personal data will be disposed of in the GDPR compliant manner. We store all data securely and will not disclose it to any third parties without your consent. Please see our Data Protection Policy [here](#) to find out more.