



**Director of Programmes and Product**

**Recruitment Pack**

**Application Deadline: Monday Feb 24th**



**Empowering** every young person  
to believe in **themselves**

## Introduction

**Yes Futures empowers young people to believe in themselves and discover their personal potential.**

We are a multi-award winning charity, established in 2012. Our successful programmes have already made a proven difference to the lives of over 3400 young people through partnerships with 71 schools.

This year, we are embarking on a new strategy, which will make Yes Futures a more innovative, agile and responsive organisation. The challenges our young people face today are immense, and ever-evolving. We are ambitious about expanding our impact to many more young people and we are seeking a **driven Director of Programmes and Product** to help us do this.

This is a unique opportunity to join a well-established organisation on the cusp of change. With us, you will make a tangible difference to thousands of young people's lives.



We work across

**10**

counties in the South and East of England.

We have supported

**3400+**

young people since our launch in 2015.

We have trained

**750**

Yes Futures Coaches since 2015.

## About Yes Futures

**Yes Futures empowers young people to believe in themselves.** We do this through a range of award-winning personal development tools and programmes, which enable young people to develop essential skills and positive wellbeing in school and at home.

Our **Finding Futures** (primary) and **Rising Futures** (secondary) programmes offer targeted support for selected students, inspiring them to fulfil their potential through personalised coaching sessions and real-world experiences. We focus on building four fundamental skills, which enable young people to be successful in school and beyond: Confidence, Resilience, Communication and Self-Awareness.

**Every child deserves the opportunity to fulfil their personal potential.** Through our work, we develop young people's skills to prepare them for whatever future they choose. Ultimately, we aim to create a cultural shift in education: where young people are empowered, enabling them to be successful both at school and beyond.

Find out more on our website: [www.yesfutures.org](http://www.yesfutures.org)

## The Director of Programmes and Product Role

**We are looking for a passionate and driven individual who is as ambitious as we are about empowering young people to believe in themselves and discover their personal potential.**

This is a broad-ranging role, and you may not have experienced all aspects of it before, but if you:

- Are capable of taking leadership responsibility;
- Can transfer your existing experience and skills to a new challenge;
- Understand your strengths and weaknesses and proactively build your knowledge and skills...

... then we want to hear from you!



### Purpose of the role

As part of an organisational transition in line with our new strategy, Yes Futures is moving to a more nimble and agile delivery model. It can be thought of, now, as a start-up with a significant head start: we will have the energy, innovation and dynamism of something new, paired with the experience, wisdom and maturity of something trusted. The Director of Programmes and Product is a new role in Yes Futures' structure which will lead the quality assurance of our flagship programme and will also lead innovation work to develop new programmes and products to build on Yes Futures' years of experience in youth coaching. Ultimately we know that school funding is tight, but we also know that our work is needed more than ever, and therefore we want to ensure the quality of our work can be felt by more young people.

We are looking for someone who can demonstrate creativity, ideally with some experience of product or programme development, and an unwavering commitment to supporting young people to believe in themselves

The key responsibilities of the Director of Programmes and Product are listed on the next page.

## Role Description

Initially focussed on first-hand experience of leading our programme delivery across the South of England, this role will, later in 2025, evolve into a strategic leadership position responsible for developing Yes Futures' programmes and products. You will play a key role in the organisation's leadership, working closely with the Deputy CEO to ensure our offerings develop and remain innovative, impactful and aligned with our mission.

- **Programme Delivery:** Oversee the successful delivery of our flagship programmes (Finding Futures and Rising Futures), ensuring consistency and high-quality outcomes. This includes leading on health and safety and safeguarding matters to include providing advice on child protection matters, as required.
  - For the initial delivery cycle there is an expectation that the postholder delivers the current flagship programme for potentially between 4 and 5 cohorts. This first-hand experience will enable you to truly understand the impact and potential of our work. From August 2025, your delivery load will reduce and you will be expected to use your understanding to (a) build and lead a team of delivery experts to facilitate future programmes; (b) lead innovation work, to further develop our programmes and establish new product offerings. .
- **Programme and Product Development:** Lead the evolution of Yes Futures' offerings, creating new products and refining existing ones to meet the needs of our beneficiaries and partners.
- **Leadership and Team Building:** Recruit and manage a network of talented freelancers and volunteers to deliver our programmes effectively, fostering a collaborative and high-performing culture.
- **Strategic Collaboration:** Work closely with the CEO and Deputy CEO to shape and implement organisational priorities.
- **Stakeholder Engagement:** Build and maintain relationships with schools, partners, and communities to promote our vision and ensure the continued success of our programmes.



## Person Specification

Positive IMPACT is at the heart of everything we do. We are looking for individuals who demonstrate our organisation-wide 'Positive IMPACT' values of:

**Inclusivity** - We value the input of our entire community and embrace diversity.

**Motivation** - We are inspired by the results we achieve.

**Professionalism** - We are dedicated, passionate experts who deliver excellence.

**Ambition** - We inspire ambition in all the people we work with.

**Collaboration** - We work together to create lasting impact.

**Trust** - We believe in our programmes and trust each other.

The person specification describes the characteristics (experience and skills) that are needed to carry out the duties in the role description and will be used as the basis for short-listing and interview.

We are committed to building a **diverse, inclusive team** and, as such, we are happy to accept applications from candidates who demonstrate some but not all of the experience mentioned below.

### We're looking for someone who is:

- experienced in delivering and/or managing impactful programmes to young people with a variety of needs, ideally within the education or youth development sectors.
- experienced in or knowledgeable about coaching as a discipline and who is convinced by its power to be transformative.
- skilled or knowledgeable about developing impactful products or services, with a focus on quality and innovation.
- an individual who can demonstrate strong leadership potential, preferably with experience of managing teams or freelancers.
- a confident communicator, capable of building relationships across a wide range of stakeholders.
- highly organised, adaptable, and comfortable working in a fast-paced, dynamic environment.
- willing, initially at least, to travel across the South of England as part of the role to ensure high quality delivery and to build partnerships.
- currently (or has a willingness to be) DBS checked.

Yes Futures is a small charity which is at a point of transition. This is a critical stage in our development and you will have a significant impact on our growth and future success. If you are enthusiastic, ambitious and open to challenging yourself by applying your talents to a dynamic charity... we need you!

# Terms and Conditions of Employment

## Salary

**£45,000 per year** (with potential to progress on meeting targets). Payment is made on a monthly basis to a nominated bank or building society account.

The role also includes a 5% employer pension, generous individual CPD allowance and flexible working.

## Annual Leave

The starting annual leave entitlement is 25 days plus all statutory bank holidays. Annual leave entitlement increases with length of service, up to 30 days' holiday after five years.

## Line Management

You will report to the Deputy Chief Executive, who will meet with you regularly. You will oversee the work of the freelance programmes delivery team from September 2025.

## Contract type and flexibility

This role is offered as a full-time permanent contract (5 days) per week.

## Place of work

Initially, it will require significant travel across the south of England - in order to lead the delivery of programmes at our partner schools for the rest of this academic year. Once the role evolves into a predominantly strategic one (August 2025), the likely split is 20%-40% on site at schools, 20% in London office/other locations across the South East and 40-60% home-based.

There is flexibility around which days are worked in the office and from home, so if you have particular restrictions on your ability to travel to the office, please share this with us in your application.

## Appointment and probation

We will request references following interviews for the successful candidate only. Offer will be made subject to satisfactory enhanced DBS and reference checks, and proof of eligibility to work in the UK. Your probationary period will be three months.

## Volunteers

Volunteers are at the heart of Yes Futures' work. Yes Futures is committed to involving volunteers in its continuous development and to offering volunteers the best of experiences. All Yes Futures' team members will be expected to support our volunteering ethos.

## How to apply

If you would like to apply, please send a CV and cover letter (max 1000 words) to [applications@yesfutures.org](mailto:applications@yesfutures.org).

Please include:

- Your motivations for applying
- Your experience to date and its relevance to the role
- How you meet the person specification for the role
- The date from which you are available to start

### Dates and recruitment timeline

Applications close on **24th February 2025** at 10.00am.

Should your application be successful, you will be invited to an interview on **Thursday 27<sup>th</sup> February or Friday 28<sup>th</sup> February 2025** so please keep these dates free. We aim to inform all candidates invited to interview of the outcome shortly afterwards.

We aim to provide feedback for all individuals who are shortlisted for interview. Unfortunately, due to the time constraints of being a small team, we are unable to provide individual feedback on the applications that are not shortlisted for interview.

### Start date

Ideally, we are looking for an individual to start the role by early April, in order to provide a comprehensive induction and handover. We understand this may not be possible for every applicant, so there may be some flexibility to accommodate the right candidate.

### Further information

Please note in accordance with the Asylum and Immigration Act 1996 to apply for a position with Yes Futures, you must be eligible to work and live in the UK.

If you have any questions about the role or want to know more about the recruitment process, please email [applications@yesfutures.org](mailto:applications@yesfutures.org) and one of our team will be happy to answer any questions.

We look forward to hearing from you!





**For more  
information**

[www.yesfutures.org](http://www.yesfutures.org)  
[applications@yesfutures.org](mailto:applications@yesfutures.org)

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**Yes Futures** Director of Programmes and Product



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