

Youth 4 youth

Chief Executive Officer

Recruitment Pack

£60,000 p.a. FTE (pro-rata)

24 hours per week (0.6FTE)

Remote

Welcome from the Chairman



Joshua Towers
Chairperson

Dear Applicant,

Thank you for your interest in the Chief Executive Officer position at Youth4Youth. This is an exciting and significant chapter in our charity's history, and we are delighted at the prospect of you joining us as we set out on this next phase of our journey. Following confirmation that we have received a series of funding successes, we are now able to meet one of our strategic objectives for this financial year - to employ our very first paid role. This is a huge milestone for both the organisation and our wider community. This recruitment pack is designed to give you a comprehensive understanding of Youth4Youth and what the CEO role entails, helping you to determine if this opportunity is the right fit for you.

Youth4Youth is a cause that remains incredibly close to my heart. Since founding the charity at the age of 14, it has been a central part of my life. The challenges I faced growing up—whether around mental health, identity, or family—showed me first-hand the importance of having support from peers who truly understand. That belief is at the core of our work: providing a safe and relatable space for young people, delivered by peer mentors aged 16 to 25. Our aim is to break down barriers and ensure that no young person feels alone or unheard.

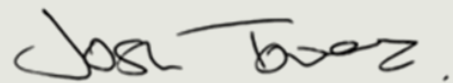
As our first employed CEO, you will play a pivotal role in shaping the future of Youth4Youth, enabling us to secure our legacy for generations to come. For over 14 years, we have thrived as a volunteer-led organisation, but to achieve our ambitions and extend our reach, dedicated leadership is now essential. Our newly launched strategy sets out a bold vision—moving from supporting hundreds of young people to hundreds of thousands, both across the United Kingdom and beyond.

While the responsibilities of a CEO are well recognised, there are several immediate priorities that will be central to your role. Securing significant funding — through the building of new relationships with donors, and the nurturing of existing relationships, as well as accessing youth-focused grants — will be crucial. You will also take on leadership of our volunteer team, ensuring we continue to deliver real impact. As our resources grow, you will have the opportunity to expand your team, further strengthening our mission.

Please take the time to review the information in this pack. Alongside the information contained within this recruitment pack, I strongly suggest that you take some time to review our latest strategy document on our website to better understand the ambitions of the Board of Trustees. Finally, for any interested candidates, I will be hosting several pre-application 'drop-in' sessions ahead of the application deadline where I hope to be able to answer any questions that you may have.

I hope you are inspired by the journey ahead and I look forward to receiving your application.

With the very best wishes,



Joshua Towers
Chairperson

Our Leadership Structure

Our Board of Trustees



Joshua Towers
Chairperson



Rebecca Hunt
Trustee



Simon Abley
Trustee



Amy Bishoprick
Trustee



Amory Gonzalez
Trustee



Simon Heath
Trustee



Thomas Dillon
Trustee



Barney Harrison
Trustee



Benjamin Hardiman
Trustee



Maria Reji
Trustee

Our Executive Leadership Team



Joshua Towers
Outgoing CEO



Barney Harrison
Commercial Director



Benjamin Hardiman
IT Director



Debbi Allen
Fundraising &
Comms Director



Cheryl Carr
Youth Services
Director



Phillippa Cook
Volunteer Experience
Director

Our Youth Advisory Committee



Maria Reji
Youth Advisory
Committee Chair

Our Youth Advisory Committee is an elected group of young people aged between 14 and 25, formed every 2 years. The committee meet regularly to discuss topics of interest and to discuss any recommendations that they wish to make to the Board. The Charity is currently undertaking a review into how it effectively collects input from young people and factors it into key decision making - something that Maria is heavily involved in supporting. Given the core purpose of our organisation, Youth Voice being at the heart of our decision making is fundamental in ensuring that we, as a charity, continue to meet the needs of our target beneficiaries.

Our Mission, Values and Aims

Our mission, aims and values define who we are as a charity. They make up the why. This core belief is driven from our vision as a charity that no young person is left struggling on their own without somebody to talk to about anything that may be troubling them.

Mission

Our mission is to make sure that all young people have a safe space to reach out for support from their peers about anything that may be troubling them, especially those that struggle to speak with adults or professionals

Aims

- ✦ We aim to provide high-quality, peer led support services that are accessible to all those aged 25 and under
- ✦ We aim to develop and harness the power within young people to allow them to thrive in life.
- ✦ We aim to allow all young people, regardless of their background, to have opportunities to grow, ensuring that nobody is left behind
- ✦ We aim to remain focussed on delivering the best support services possible to young people that continue to be led by young people

Our Values

Empathetic

- ✦ We listen to and understand the views of others
- ✦ We show care for others in everything that we do
- ✦ We seek to understand where others are coming from
- ✦ We are genuine and authentic in all of our interactions

Innovative

- ✦ We strive to be the best organisation that we can be
- ✦ We challenge our own norms and encourage new ideas
- ✦ We learn from our own experiences to evolve as needed
- ✦ We listen to the needs of those we support and adapt our services to meet those needs

Inclusive

- ✦ We build a strong, diverse and representative team
- ✦ We ensure that everybody feels safe and comfortable to express themselves as they desire
- ✦ We leverage everybody's differences to ensure we are competitive and successful

Collaborative

- ✦ We work together, avoiding silos, to promote strong working relationships across the charity
- ✦ We partner with others to promote greater wellbeing for young people
- ✦ We listen to, and learn from, others to grow and support more young people

The Role



Role:	Chief Executive Officer
Reports to:	Chair of the Board of Trustees
Salary:	£60,000 p.a. (pro-rata)
Hours of work:	24 hours per week (Part-time, 0.6FTE)
Location:	Remote, with travel required
Contract type:	1 year fixed term contract, with potential to become permanent

Role Overview

We are seeking a transformational and visionary Chief Executive Officer (“**CEO**”) to lead a national youth-focused organisation, dedicated to promoting peer-led early intervention support for those in need. The successful candidate will be the first employed leader, propelling Youth4Youth from its robust foundations to the next stages of its development. The CEO will be responsible for turning our recently developed, yet ambitious, strategy into reality. This role provides an exceptional opportunity to make a significant and lasting impact from the outset.

Youth4Youth has secured funding to appoint a CEO for one year, with the expectation that the appointed leader will focus on securing long-term sustainable funding, thereby transitioning this position into a permanent role at the end of the fixed-term period. Additionally, the CEO will facilitate the appointment of further roles to support our mission as further funding becomes available.

Key Responsibilities:

- Collaborate with the Chair of the Board and Trustees to establish and execute organisational strategy in alignment with the charity’s vision, mission, and objectives. This includes ensuring effective governance and legal compliance, and providing sound, evidence-based recommendations to the Board of Trustees.
- Champion continuous improvement, ensuring Youth4Youth remains a leading provider of youth-led early intervention wellbeing services. Identify and develop opportunities to expand the charity’s reach and impact across the UK.
- Oversee effective financial management, ensuring the organisation can continue delivering its services efficiently. Lead the development of sustainable funding streams, enhance fundraising strategies, foster partnerships, and drive growth in commercial activities.
- Cultivate and maintain strong relationships within and beyond our sector to maximise partnership opportunities. Explore the delivery and co-delivery of commissioned services and access broader funding sources previously untapped by the charity.
- Ensure that youth perspectives are central to decision-making processes about the charity’s future. Establish systems to continuously gather input and feedback from our target beneficiaries.

This position offers the chance to advance an organisation with solid foundations, enhancing its reach and impact across the UK through a volunteer executive leadership team and a growing network of approximately 100 volunteers nationwide. The CEO will be instrumental in crafting a strategic vision that translates into operational success, building and strengthening partnerships across the four nations, developing sustainable funding streams, and ensuring the delivery of high-quality services.

Who are we looking for?

We are seeking candidates who:

- Exhibit a profound passion for Youth4Youth's mission and demonstrate a strong commitment to enhancing the impact of our services.
- Possess substantial experience in senior and/or strategic leadership roles, with proven abilities to both develop and implement organisational strategies.
- Have the capacity to influence effectively, both internally and externally.
- Are action-oriented and adaptable to the demands of a dynamic and growing organisation, with the ability to manage multiple priorities concurrently.
- Excel in a fast-paced and varied work environment.
- Show a strong commitment to good governance and compliance.
- Possess excellent written and verbal communication skills, along with exceptional interpersonal abilities.
- Embrace inclusivity in all aspects of their work, demonstrating approachability, active listening, and empathy towards others.

While prior experience in youth-led or youth-focused organisations is not mandatory, candidates must demonstrate passion for our mission and an understanding of our strategy. Experience working with young people is preferred but not required.

Key Benefits

As our first employee, our benefits package is still evolving. However, the CEO will be able to access:

- 28 days paid holiday, plus public holidays (pro-rata)
- Remote working, with flexibility encouraged
- Access to an employee assistance programme, Health Cash Plan & Life Assurance
- Defined contribution pension with a 6% employer contribution
- Access to a range of discounts via charity partner platforms

The application process

Pre-application information sessions

All prospective candidates will have the opportunity to take part in pre-application information sessions. These sessions will be informal drop in sessions hosted via Microsoft Teams for candidates to meet with the Chair and other Trustees and ask any questions that they may have. Information sessions will be held on:

Session 1: Wednesday 26th November 2025 at 12:00pm - 1:00pm

Session 2: Wednesday 26th November 2025 at 6:00pm - 7:00pm

Session 3: Friday 5th December 2025 at 12:00pm - 1:00pm

Session 4: Friday 5th December 2025 at 6:00pm - 7:00pm

Please contact joshua.towers@y4y.org.uk to be invited to any of the available sessions.

Application Deadline

We ask that all candidates submit their application, accompanied with a cover letter no later than **Friday 19th December**. Whilst our role is listed on multiple platforms, we ask that all candidates apply via our recruitment page directly to ensure that the application is received successfully.

Following the closing date, all applications will be considered and shortlisted ahead of the first round interviews.

First round interviews

Our first round of interviews will take place from early January 2026. You will be invited to attend a Microsoft Teams interview that will be hosted by the Chair of our Youth Advisory Committee and other Trustees.

You will not be required to prepare anything for this interview, it will be an opportunity for the panel to ask questions and get to know you. Successful candidates will be invited back for a second interview.

Second round interviews

The final stage of the recruitment process will be a second interview, hosted by the Chair of Trustees and other Trustees. Candidates will be expected to prepare a short, 10 minute presentation that relates to their understanding of the current strategic direction of Youth4Youth, and what they may do to ensure that this strategy is delivered. This presentation will be followed by 5 minutes of Q&A and then a short series of interview questions.

We will look to appoint the successful candidate soon after these interviews have concluded, subject to pre-screening and onboarding activities.

Youth **4** youth

A registered Charitable Company in England and Wales, Charity
Number: 1194937; Company Number: 09170949. Registered
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