



Recruitment pack

Director of Sustainability and Just Transition – interim cover



Our mission is to develop better-connected, stronger communities across the UK.

Our approach

We understand

Working with local people, organisations and policymakers, we develop original research to uncover insights, new evidence and data to support social change.

We involve

Actively involving people in research and innovation, we strengthen the relationships between communities and the organisations that influence their wellbeing.

We innovate

Creating initiatives that involve people from diverse sectors, we support game-changing ventures and incubate ground-breaking organisations, working to shape a fairer future.

The Young Foundation is a not-for-profit, driving positive change and supporting collective action to improve people's lives.

Shaping a fairer future

We are the UK's home for community research and social innovation

The Young Foundation is a registered charity in England and Wales. Our charity number is 274345. We are also a company limited by guarantee. Our company number is 1319183.



Job advert

Salary: £70,000 - £75,000 per annum

Location: Remote – UK based. Our offices are in East London but we welcome applicants from across the UK who do not wish to relocate. Please note that travel to our London office for regular meetings would be at your own cost.

Hours: 4-5 days a week (flexible – minimum 28 hours/ week)

Contract: Interim. Circa eight months, from mid-March 2025

Secondments will be considered.

Benefits: 25 days annual leave, excluding bank holidays and three days off between Christmas and New Year. We currently offer a non-contractual 4.5 day working week, with staff having Friday afternoons off, subject to work demands.

About The Young Foundation

Today, The Young Foundation's mission is to shape a fairer, greener future. We support locally-led action, building knowledge around the issues people tell us they care about. We involve communities in research, and delivering programmes to shape a stronger, fairer society. We work collaboratively to improve lives and address shared challenges, driving social change for stronger communities and a fairer future.

Our strategy, the Power of Participation, sets out our ambitious, five-year plan.

[The Power of Participation: our vision 2024-28 – The Young Foundation](#)

About the role

As part of The Young Foundation's five-year strategy, this interim cover role will lead delivery of our distinctive function to support a fair and just transition to net zero for vulnerable households and communities across the UK. You will lead and support delivery of a portfolio of projects including our partnership with University of

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Manchester to deliver the JUST Centre; work with national government and devolved nations on public participation and environmental legislation; and pioneering policymaking and practice with local and combined authorities to build readiness, resilience and strategies to ensure a just transition.

This is a crucial moment in the UK's journey to net zero. We know that a fairer, stronger, green and digital economy can regenerate local places and improve people's lives. But, to achieve this, policymakers across the UK need to better understand people's readiness for change, giving practical support, inspiring trust, and mobilising local action. Community engagement and participation is vital in a fair, sustainable, and socially transformative shift to net zero.

Leading a small team, and in collaboration with our external affairs, research and innovation teams, you will have the opportunity to drive forward a critical agenda for the UK, building practices, skills, thought leadership and innovation to drive a just and fair transition. You can read more about our work in this area on our [Just Transition hub](#).

How to apply

With reference to the job description (overleaf), please complete and return the application form, CV and additional information requested to applications@youngfoundation.org

The closing date for applications is 11:59pm on 22 January 2025.

Successful candidates will be informed by Monday 27 January 2025 at the latest.

- 1. First round interviews will be held on Thursday 30 January [online].**
- 2. Shortlisted candidates will have the opportunity to meet informally with the senior team and members of the Just Transition team on Monday 3 February [online].**
- 3. Second round interviews will be held on Wednesday 5 February at Toynbee Hall, London.**

The Young Foundation is an equal opportunities employer and as part of our commitment to increasing the diversity of our team we actively encourage people from Black and Ethnic Minority or other under-represented groups to apply for this



role. We positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

You must have the right to live and work in the UK. Applicants who require a work permit in order to take up employment will not be considered.

Upon submitting your application, you will receive an automated response to say we have received your application.

Please note that we review applications after the closing date. All internal applications will be reviewed.

Essential domain experience

- In-depth experience and understanding of the policy landscape and practical implications of the UK's transition to net zero across the nations and at a local level.
- Experience and understanding of the role of community participation in achieving a just transition.
- Experience and ability to apply the theory and principles of a just transition to the way different key sectors and systems can transition to net zero.

Essential skills and expertise

- A proven track record of operating at a senior leadership level; bringing your experience of people, programme and organisational leadership to bear in a small charity.
- Strong business development skills and commercial acumen, preferably in a consultancy context (ie, selling time).
- A 'hands on' approach to leading delivery of major programmes and interventions, you will have an exemplary track record of supporting a team to deliver successful, complex programmes, in compliance with contractual terms and organisational policy and processes.

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- Expertise in sustainability practices including development of sustainability strategies and just transition plans for local areas, businesses, sectors of the economy, and communities.
- Background and expertise in UK government and local policymaking including social and public policy, environmental policy, and place-based policy.
- Expertise in social research and data analysis including policy and intervention impact assessment; the ability to commission and interrogate the quality of complex quantitative, qualitative and mixed method studies; and ability to quality assure outputs confidently to high standard.
- Strong expertise in managing complex stakeholder relations.
- A low-ego, collaborative leadership style, with the appetite and motivation to work in partnership with your peers and team.
- Experience incubating new ideas, innovation and multiple levers for driving social and environmental change.

Desirable

- Established relationships with public bodies and the private sector, including social investment, local and combined authorities, and the real estate, health and housing sectors.
- Background and expertise in participatory policymaking, public participation approaches and democratic models.
- Strong experience of facilitation, community engagement and public engagement skills.
- Relationships with government departments including DESNZ, DEFRA, MHCLG and the Treasury in particular.
- Experience and understanding of sustainable development and sustainability as a practice in the UK, including the state of practice within the public sector, private sector; civil society, grassroots initiatives and social movements.

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- Experience and understanding of UK, EU and International environmental legislation, just transition frameworks and biodiversity frameworks.

Application form

General tips:

Please share your experience to date and reasons for applying for this role. We want to understand who you are, your research experience, and what you can bring to our organisation.

Please answer each of the three compulsory questions as directly and concisely as possible, being mindful of the word limit.

Questions

4. Please set out your motivation for applying to this role, and your skills and experience in relation to the essential skills and experiences requirements listed above (max 500 words).
5. Offer your perspective on the critical challenges to achieving a just and fair transition facing the UK and reflections on the approach The Young Foundation has taken/is taking to achieve this (max 400 words).
6. Describe your leadership style and the approach you take to working with peers and teams. Draw on specific examples of where you have been effective in this (max 300 words).