



## YOUNG ENTERPRISE JOB DESCRIPTION

### Director of Income and Development

Job Title	Director of Income & Development
Department	Income & Development
Salary	Circa £70,000 - £80,000 per annum
YE Pay Grade	Director Level
Reporting to	Chief Executive Officer
Duration	Permanent
Hours	Full-Time 37.5 hours / 5 days per week
Direct Reports	None
Location	<i>Hybrid (Working from our Central London or Oxford Office a minimum of 8 days a month)</i>
Main Job Purpose	<p>The <b>Head of Income &amp; Development</b> will lead the strategic growth and diversification of Young Enterprise's income, ensuring the charity has the resources and relationships needed to deliver our <i>Transforming Futures Strategy</i>. This is a new and exciting role that will suit someone <b>ambitious, entrepreneurial, and results-focused</b>, who is motivated by the challenge of driving significant income growth and expanding our funding base.</p> <p>The postholder will be <b>innovative, visionary, and flexible</b> — bringing fresh ideas and creative approaches to inspire funders and attract new investment. They will take a strategic, forward-looking view of income generation, anticipating change and positioning Young Enterprise to thrive in an evolving external landscape.</p> <p>While the primary focus will be on <b>securing new business and growing income</b>, the role will also involve nurturing and strengthening relationships with existing <b>corporate partners, trusts and foundations, and high-net-worth individuals</b>, ensuring they remain engaged and invested in our mission. With a strong emphasis on <b>growth, innovation, and strategic foresight</b>, this role will be pivotal in enabling Young Enterprise to increase its impact and deliver lasting change for young people across the UK.</p> <p><b>Key Responsibilities</b></p> <p><b>1. Strategic Leadership and Income Generation</b></p> <ul style="list-style-type: none"><li>• Develop and lead an ambitious income generation strategy that brings fresh ideas to grow income across corporate partnerships, trusts/foundations, individual giving, and commercial opportunities.</li><li>• Diversify and grow funding streams to enhance Young Enterprise's financial resilience and support long-term organisational ambitions.</li><li>• Lead and inspire a high-performing income generation team, fostering innovation and collaboration across fundraising functions.</li><li>• Drive organisational culture that prioritises partnership excellence and results-based fundraising.</li><li>• Oversee a fundraising strategy for Scotland that aggressively grows income following the absorption of the Scottish entity into Young Enterprise in summer 2025 after YE Scotland suffered a Government funding cut</li></ul>



## **2. Championing Innovation and Impact**

- Foster innovation in income generation models and partnership approaches to meet emerging needs and opportunities.
- Leverage impact data and evaluation insights to strengthen funding bids and demonstrate YE's outcomes to potential and existing funders.
- Represent YE at high-profile events, conferences, and meetings to build visibility and credibility across key networks.

## **3. Market Intelligence and Opportunity Development**

- Lead proactive market scanning and analyse to identify emerging opportunities, partners, and funding trends aligned with YE's strategic goals.
- Develop innovative and fundable propositions that respond to societal, educational, and policy developments.
- Strengthen relationships with key influencers, policy-makers, and funders to position YE as a thought leader in youth enterprise and education.

## **4. Partnership and Relationship Management**

- Manage, retain, and grow existing strategic partnerships, ensuring exceptional stewardship and funder satisfaction.
- Champion best-in-class partnership management approaches, ensuring funders experience a seamless and impactful relationship with YE.
- Oversee the design and implementation of partnership frameworks, ensuring alignment between programme delivery and funder objectives.

## **5. Financial and Performance Management**

- Maintain a comprehensive new business pipeline
- Work collaboratively with the finance team to ensure effective budget planning, forecasting, and reporting across all income streams.
- Monitor and report on financial performance against targets, providing clear insight to the CEO and Board.
- Ensure compliance with fundraising regulations, ethical standards, and data protection requirements.

## **6. Collaboration and Organisational Alignment**

- Collaborate closely with programme, insight, and impact teams to co-develop evidence-led, fundable propositions.
- Ensure all income generation activities are strategically aligned with YE's programmes, impact framework, and strategic goals.
- Actively contribute to the Senior Leadership Team, supporting cross-functional initiatives and organisational change.

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You will be a key member of Young Enterprise's senior leadership team, contributing to the organisation's strategic direction and overall leadership. While your primary focus will be on income and development, you will play a full and active role as a leader across the organisation. The role also involves attending and presenting to the Board, as well as acting as an ambassador for Young Enterprise externally.

**The above tasks are not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the charity and its overall objectives.**



Skills/ Attributes/ Knowledge/ Experience	
<b>Essential</b>	Strong strategic leadership experience in income generation, business development, or fundraising at a senior level.
	A creative thinker and innovator, with a proven track record of developing new propositions that have taken organisations in fresh directions
	Proven track record of developing and delivering multi-channel income generation strategies and delivering significant growth
	Excellent understanding of corporate partnerships, trust/foundation fundraising, and individual giving.
	Demonstrated success in securing and managing six- and seven-figure funding relationships.
	Strong analytical, financial, and market insight skills, with the ability to translate data into actionable strategies.
	Excellent communication, presentation, and negotiation skills, with presence and authority to engage at senior levels.
	Experience of leading teams through change, building high performance, and developing talent
	Ability to collaborate effectively across departments to align fundraising, programme delivery, and impact.
	High level of integrity, strategic judgement, and results orientation.
	Awareness of safeguarding, confidentiality, and GDPR responsibilities, ensuring compliance at all times.
<b>Desirable</b>	Experience working in the education, youth, or charity sectors.
	Understanding of the policy and funding landscape across England, Scotland and Wales.
	Experience in social enterprise development or commercial ventures that deliver social impact.
	Experience identifying and developing statutory funding opportunities



## Young Enterprise Core Values

### Young Enterprise has 4 Core Organisational Values

#### **Unlocking Potential**

Recognising and developing the potential of all - in our organisation, in the young people we champion and the stakeholders we work with.

#### **One Team**

Working together effectively to achieve our goals.

#### **Enterprising and Resilient**

Embracing change, innovating, adapting and responding to challenges and opportunities.

#### **Creating Great Impact**

Aiming for the biggest impact on young people and their educators.

**All YE Staff are expected to model these values at all times.**

## Keeping Young People Safe

Safeguarding is the action that is taken to promote the welfare of children and vulnerable adults and protect them from harm.

At Young Enterprise, we take our commitment to safeguarding children and vulnerable adults seriously. We design our roles, programmes and services with safeguarding in mind; conduct thorough checks on new employees in line with UK safeguarding legislation; and ensure that our people have the safeguarding knowledge and skills they need to do their role, and are supported to regularly refresh their training.

All successful applicants in eligible roles that involve contact with young people will need to undertake an enhanced DBS (Disclosure and Barring Service) Check prior to starting in the role, and at subsequent 3-year intervals. In addition, no Young Enterprise employee will at any point be unaccompanied while in the presence of children under the age of 18.

In line with the Rehabilitation of Offenders Act 1974, in the vast majority of cases DBS checks which contain information on previous convictions will not disqualify an individual from working with us. If you have any questions please contact the Young Enterprise HR Team at [hr@y-e.org.uk](mailto:hr@y-e.org.uk).