

Job Title: Head of Communities and Partnerships

Location: London, minimum of two days in the office (with frequent national travel)

Reports to: CEO

Contract: Full-time, permanent

Salary: £48,000 – £55,000, with generous benefits (you can find further details of benefits provided [here](#))

This role is subject to an Enhanced DBS. You must have the right to work in the UK.

About Us

We are a social justice funder committed to shifting power, dismantling oppression, and supporting communities to thrive. We fund organisations and young people creating change, with a strong focus on lived experience, anti-oppression, and systems change.

We are committed to centering the voices of those we seek to serve. Our board and staff team have relevant lived and learnt experiences to help us fulfil our mission. We listen to the communities we seek to serve both directly and broadly to have as accurate of an understanding as possible about the issues that they are facing.

As we come to the end of our current strategy cycle we are ambitious to explore how we can put our full asset base to work in support of mission and we have some exciting plans unfolding. This new role will be instrumental in ensuring collaboration is at the heart of our next strategy, with our funder peers, young people, the youth sector and local government.

We fund work in England, as well as having a specific focus on several counties in the South East of England. You can read our full 2022 – 2026 strategy [here](#).

About you

You believe in the power of young people to lead change and are passionate about social justice. You're a natural relationship-builder with experience working across public, private and voluntary sectors, confident engaging at both national and local levels. You understand how to develop partnerships that are equitable, transformational, and that centre the voices and needs of young people. You have a track record in bringing in substantial partnerships in service to organisational goals.

You bring strong problem-solving skills and experience managing people. You've worked in, or alongside, organisations going through growth or transition and thrive in complexity. You care deeply about genuine partnerships and have a track record of working collaboratively to build collective power and challenge injustice.

We welcome candidates from all backgrounds and are especially keen to hear from people who can help diversify the voices shaping philanthropic work. We are committed to creating an equitable environment where everyone can thrive.

Purpose of the Role

This exciting new role is about creating connections, building ecosystems and developing and strengthening relationships that power social justice movements. As a member of the Senior Management Team, you will work closely with the CEO to lead our partnerships and community engagement work – creating the enabling conditions and networks that help youth-led movements grow, sustain, and make lasting change.

You will take lead on:

- Partnering with other funders to resource youth-led change, including co-designed and co-held programmes with other foundations.
- Developing community partnerships based on the needs and priorities of the young people we are here to serve – including charities, local businesses, and local authorities.
- Understanding the landscape of youth-led change and social justice work, identifying gaps in support and guiding our investment to help fill them, both at the national and local level.
- Monitoring and communicating the impact of our work with external audiences.
- Ensuring our work is grounded in safeguarding practices that minimise harm and uphold our commitment to care, equity and justice.

Success in this role looks like:

- A stronger Blagrove presence and impact at a local level.
- Growing networks of trust and solidarity across youth-led social justice movements, nationally and locally.
- Greater capacity, visibility, and long-term sustainability for youth-led organisations.
- Strengthened support for collective action and systems change.
- Young people and communities feeling ownership of, and connection to, the work.

Key Responsibilities

1. Partnerships

- Develop and nurture bold, values-led partnerships across sectors, including civil society, funders, government and private sector.
- Lever in further funding towards our mission and purpose.
- Lead collaborative projects that build collective power, shift narratives, and advance social justice with young people at their heart.

- Guide strategic investment to create enabling environments for youth-led change at local and national level, in partnership with other stakeholders.
- Identify opportunities to increase support for grassroots leadership development, particularly among young people and those with lived experience.
- Convene diverse allies to form strong, values-aligned alliances that challenge systems of harm.

2. Community Engagement

- Develop and lead a strategic approach to community engagement across the organisation, championing authentic community engagement.
- Embed deep listening practices with communities most affected by injustice, ensuring their insights drive our approach.
- Strengthen networks that centre care, mutual support, and knowledge exchange.
- Champion ethical and safe engagement practices.
- Ensure safeguarding and ethical practices are embedded across our partnerships and community engagement activities, helping us act in ways that minimise harm and uphold the wellbeing of everyone we work with.

3. Learning & Accountability

- Set up frameworks to assess the impact of deliverables.
- Create open and transparent feedback loops with communities and partners.
- Use learning to adapt and improve strategy and practice over time.

4. Strategic Communications

- Share stories of impact and learning to grow understanding of what effective youth-led social justice change looks like.
- Develop accessible and inclusive communications strategies that feel youth-centred and energising.

5. Leadership

- Play an active leadership role as part of the Senior Management Team, working with the CEO to shape and deliver the organisation's strategic direction.
- Champion anti-oppressive practice across the organisation, modelling leadership that centres equity, care, and collaboration.
- Provide supportive line management to a small team working across community engagement and partnerships.
- Be an active member of the safeguarding team, taking a contextual and radical approach to safeguarding in all areas of our work.
- Lead Blagrove's external presence in events, in the media, and across networks.

What we're looking for (person specification)

Essential

Essential	Assessment stage		
	Application	Stage 1	Stage 2
Strong alignment with our values and approach.	x	x	x
Deep understanding of social justice and power dynamics in relationships.		x	x
Experience in developing and nurturing strategic partnerships across sectors.	x		
Experience in a senior leadership role working in <u>or</u> alongside: <ul style="list-style-type: none"> grassroots movements; lived experience-led organisations; local authority; or community networks in place-based work. 	x	x	
Proven problem-solving skills.		x	x
Experience in convening people from different sectors and the community to deliver community-led solutions.	x	x	x
Proven ability to build and maintain meaningful, values-led partnerships.	x	x	
Strong facilitation, communication, and relational skills.		x	x
Experience contributing to organisational strategy development in collaboration with others.	x	x	
Experience managing complex projects and multiple stakeholders.	x	x	
Experience managing budgets or contributing to financial decision-making in a collaborative and transparent way.	x		
Experience in line and/or matrix management using a person-first approach.	x	x	

Desirable	Application	Stage 1	Stage 2
Familiarity with trust-based philanthropy and participatory grantmaking.	x		
Awareness of current trends and critiques within philanthropy and youth funding spaces.	x		
Understanding of contextual safeguarding.	x	x	

Experience in capacity building, leadership development, or campaign organising.	x		
Understanding of impact measurement in social change contexts.			x
Understanding of community asset development and the importance of physical assets in sustaining transformative change.	x	x	
Understanding of how to influence policy or systems to support long-term social change.		x	x
Understanding or experience of working within collaborative or distributed leadership structures.			x
Understanding of community wealth building and asset development			x

Our Commitments

We are committed to anti-oppressive practice, equity, and wellbeing – for our partners, communities, and our own team. We especially welcome applications from people with lived experience of the issues we work on. As a disability friendly employer, we are committed to ensuring our recruitment process is accessible and will offer an interview to candidates who declare a disability and meet the minimum criteria for the role.

We are committed to safeguarding children and adults at risk, to promoting the welfare of adults, and keeping all those who come into contact with our work safe from harm. Please see our **Safeguarding and Equity Statement** [here](#).

We will only ask an individual to provide details of sensitive information, including convictions and cautions, that it is legally entitled to know about. Most of our staff and volunteers will be in positions of power and a Disclosure and Barring Service (DBS) check must be completed by anyone who meets government's criteria. We do not want this to be a barrier to those who have the potential to add great value to the work we do. If you have any questions regarding DBS check, please contact the Designated Safeguarding Lead, Valeria Tavares, at valeria@blagravetrust.org.

All information disclosed for the purposes of employment or consultancy will be used for the sole purpose of assessing whether an individual is suitable and appropriate for a specific role and/or if any arrangements around supervision and support might be required. All information gathered as part of our recruitment processes will be treated sensitively, with confidentiality strictly maintained, and according to our Privacy and Data Protection policy. Our **Safer Recruitment Policy** can be found [here](#).

Application Process

Please apply in writing by submitting a brief CV and a covering letter (no more than two sides of A4) outlining what you would bring to the role. Please refer to the job description and respond to the person specification when preparing your application.

Deadline: Sunday, 3rd of August at 23.30.

How to apply: Send your application to hr@blagravetrust.org by the deadline above. Please also complete our **equal opportunities form**.

First interviews are likely to take place the week commencing 11th of August, and final interviews expected week commencing 18th of August. We hope all interviews will be face to face in our offices in East London.

This role is subject to Enhanced DBS. You must have the right to work in the UK.