



The Foundation for Social Entrepreneurs

**Candidate Brief  
Development Manager  
Young UnLtd**

**June 2009**

[www.UnLtd.org.uk](http://www.UnLtd.org.uk)

## About UnLtd

UnLtd's mission is to reach out and unleash the energies of people who can transform the world in which they live. We call these people social entrepreneurs.

We back around 1000 people every year to get started on their own ventures for social or environmental benefit, with a mix of cash, development support and networking. We then support about 50 of them each year to get to major scale, with more intensive support and brokering to social investment opportunities.

We believe that individuals have the potential to make positive change in the world and we value social entrepreneurs across the spectrum, from local- to world- changing. We work with people with passion, ideas, and a can do attitude, from all backgrounds and in all sectors of social and environmental benefit. They are people who are resilient and resourceful in overcoming barriers and are truly exciting people to be working with.

UnLtd itself is a unique and dynamic organisation. Our core funding comes from a perpetual endowment, and we are growing fast through earning extra income by taking our model into theme areas and showing other funders how it can deliver their objectives.

## A short history

UnLtd – the Foundation for Social Entrepreneurs, was formed in 2000 by seven leading organisations that promote social entrepreneurship, representatives of whom form our Board of Trustees. Their vision was to create UnLtd as the Foundation for Social Entrepreneurs to promote and develop the major contribution social entrepreneurs can make to society.

UnLtd's Millennium Awards are funded by the income generated from an investment of £100 million given by the Millennium Commission, one of the National Lottery distributors. This legacy is carefully invested as a permanent endowment so that it generates sufficient income to fund UnLtd Millennium Awards in perpetuity.

Since winning the endowment, UnLtd has also started raising substantial further funds from government, lottery distributors, trusts and companies, to develop further support for social entrepreneurs. Our new initiatives, from Young UnLtd to investment readiness, unltdworld.com to the RISE programme for refugee entrepreneurs, break new ground and together create the world's largest scheme of support for social entrepreneurs. Our research work learns from experience of supporting 1000 people each year, and is a key source of learning in the sector. Our networks of pro bono support and peer to peer skill sharing extend to the top companies and across the globe.

This is one of the most inspiring, innovative and exciting places to work, and a role which backs the people who are the solutions to our society's problems.

## UnLtd's work

UnLtd offers three main levels of support that is tailored to each individual's needs:

**Level 1 Awards** are aimed at individuals who have an idea which will change society for the better, and want help getting it off the ground. The money (of between £500 and £5,000) is to help get the project up and running, and is backed by development support.

**Level 2 Awards** are for individuals whose ideas are already off the ground and now want help taking the project to the next level. The funds (of up to £15,000) are to enable the social entrepreneur to work full time on their venture, and are backed by more intensive development support and networking.

Our **Ventures** team also provides consultancy support and larger awards to a very small number of outstanding (**Level 3**) social entrepreneurs, helping them to scale up or replicate their projects. UnLtd Ventures helps these social entrepreneurs to build their capacity and skills as leaders and managers, to get them investment ready, and to help them to develop projects and organisations with robust infrastructures

**UnLtd Connect** brokers in pro bono help from top professionals and leaders, to give world class additional support to our Award Winners. The scheme is expanding rapidly and last year brought in £500,000 worth of professional time.

**UnLtd Research** has been set up to evaluate social entrepreneurs, the impact of our work and the impact our Award Winners have on their communities. We aim to translate this knowledge into tools and metrics to improve our work, to inform our new development proposals, to help social entrepreneurs in their own work, and to improve public understanding. We also disseminate the results of our work for the benefit of national policy makers to bring about changes in society at large and internally for business development purposes.

**UnLtdWorld.com** is the social network for social leaders – the starting point for all those that operate in the social entrepreneurship field, providing social leaders with indispensable connections, information and insight.

**Young UnLtd** is the groundbreaking youth led programme for young social entrepreneurs. Developed by UnLtd in the Big Boost programme, this scheme now has 5 year funding to make the approach a mainstream part of youth work practice.

We are extending our **reach** all the time, through new programmes and partnerships. Examples of current programmes include the UnLtd Sport Relief Awards (funded by Comic Relief); the RISE refugee programme (50% funded by the Home Office); Young UnLtd (supported by the Big Lottery Fund, Vodafone Global Foundation, V and DCSF), and a series of locality based schemes in deprived or isolated neighbourhoods.

UnLtd employs over 60 staff, based in seven offices throughout the UK.

## **Our Award Winners**

UnLtd Award Winners come from diverse backgrounds, cultures and locations; what they have in common is a desire to change the world. That doesn't mean they necessarily develop complex, global solutions to large-scale issues; often, social entrepreneurs simply take a problem in their own community and make a commitment to tackle it. This may lead to something bigger, or it may not; what makes a true social entrepreneur is that they have the will to make a difference, the vision to know how to go about it and the determination to make that vision happen.

## **More about Young UnLtd**

Since 2001, UnLtd have inspired and supported over 12,000 young people (aged 11-25) to develop entrepreneurial solutions to social problems which enable them to transform the world in which they live. We have achieved this through offering a unique combination of cash, development support and networking opportunities across a range of programmes including the Millennium Awards Trust, The Big Boost, The Youth Transition Awards, UnLtd Sport Relief, and most recently, The Big Challenge.

Using this experience, we have developed Young UnLtd, a youth participation programme which supports Young Social Entrepreneurs (YSE's) through a simple and highly effective delivery model, which allows young people to undertake marketing activities, lead our decision making, provide peer to peer support / networking and undertake world's largest ever youth-led YSE research project.

Young UnLtd are proud that the Big Lottery Fund have endorsed our model of delivery and have agreed to support our continued development over the next 5 years, allowing us to reach over 20,000 young people living within the most disadvantaged communities in England.

From May 2009, we will be integrating our existing youth programmes and will begin testing our approach with a range of new partner organisations, leading to wider project collaboration and the development of 1,500 young leaders all of whom will participate at different stages of our YSE model. We are committed to sharing our learning with thousands of youth sector support agencies, local authorities, national government and the wider third sector.

By 2014, Young UnLtd will be at the heart of a new youth-led revolution within social leadership and we invite you to join us.

## **What we offer**

We offer exceptional scope and a truly life affirming opportunity. We work with the most inspirational future social leaders in the country – whether the thousands at community level or the smaller number who can go national or even international in their impact. We are constantly innovating and are at the leading edge of social change in the UK. This is the largest programme of support for social entrepreneurs in the world, providing a truly unique cohort for research and to build understanding in an exciting and rapidly developing area of social and environmental benefit.

We are very ambitious for our research programme: this is an organisation which hungers for learning and which is determined to use that learning for transformational change.

## **DEVELOPMENT MANAGER**

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|-------------------------|--|
| <b>Salary:</b>          | £25,624 - £27,594 (+ pension contribution)             |
| <b>Terms:</b>           | Full time (5 year contract)                            |
| <b>Managed by:</b>      | Young UnLtd Development Manager (Team Leader)          |
| <b>Responsible for:</b> | Volunteer regional Youth Leadership Team (YLT) Members |
| <b>Location:</b>        | London, Birmingham or Bradford                         |

The Development Manager will deliver the core support to all young people who have benefitted from the Young UnLtd project, including members of our regional Youth Leadership Teams and young people who have been provided with Awards to enact their vision of social change.

### **Key Responsibilities:**

- Recruit and support the regional Youth Leadership Teams (YLT's) as they make decision about support young people
- Provide information and advice to potential applicants through surgeries, cafes and other methods of outreach and information and advice giving
- Assessment of applications
- Providing project shaping meetings, telephone and email support to Award Winners over the course of the Award to help them shape their project, make progress towards their objectives and achieve real impact in their community
- Conducting financial status project shaping meetings with Award Winners, with reference to the guidelines
- Carry out marketing and outreach activities
- Organise seminars and briefings for all YSE's
- Facilitating workshops and in-house training where appropriate and providing linkage to pro-bono support as resources allow
- Assist with identifying local partners and developing working links with organisations and bodies
- To perform any other related duties that may be necessary

**Person Specification:**

1. To have suitable and demonstrable level of experience in a community or economic development role and have supported entrepreneurs and/or community activists
2. To have excellent interpersonal skills and can communicate effectively with people at all levels, including Award applicants, Award panels, other charities, local government and the media
3. To have experience in training and facilitating personal development in a community setting
4. To have experience in running promotional events
5. To have a sound working knowledge of financial systems, i.e. basic book keeping, budgeting
6. To have excellent organisation skills
7. To have all the basic IT skills, especially MS Office, and know how to access and derive information from databases
8. To have experience of completing funding applications

**Personal qualities:**

- You are motivated, committed and have a deep empathy with our mission
- You demonstrate personal integrity at all times
- You can inspire others, especially our Award Winners, and coach them through difficulties
- You are confident in taking decisions based on your own judgement
- You are able to balance the role of an individual with considerable initiative, with the need to work as a team-member of a national organisation
- You have a flexible approach to the job combining energy, enthusiasm and a will to succeed
- You are resourceful and a good negotiator
- You are methodical and well-organised
- You are willing to travel regularly across your region