



Interim Chief
Executive



About Impetus

Impetus transforms the lives of young people from disadvantaged backgrounds by ensuring they get the right support to succeed in school, in work and in life.

We find, fund and build the most promising charities working with these young people, providing core funding and working shoulder-to-shoulder with their leaders to help them become stronger organisations.

In partnership with other funders we help our charities scale and we influence policy and decision makers so that all young people get the support they need.

Impetus currently has 38 members of staff, supporting 22 charities with programmes across England, Wales and Scotland.

Impetus is driven by a shared belief in tackling the barriers that hold back young people from disadvantaged backgrounds in education and employment. Alongside investing extensive financial and non-financial support in our charity partners through our Investment Team we also seek to influence decision makers to implement evidence led policy and direct new resources to get young people the support they need through our Public Affairs team. We are resolutely focused on outcomes, driven by quality evidence.

You would be joining a team that is passionate, rigorous, determined, creative and warm. We care deeply for our colleagues, our charity partners and the young people we serve.

Our Values

We are focused on more and better outcomes for young people, invest in trust-based relationships to drive meaningful change, recognise that diversity of thought, background and experience will makes us smarter as an organisation, are committed to the benefits of collaboration and partnership and try to practice joy, care, a focus on results and intellectual challenge in our culture.



About this role

We are pleased to be able to offer this fantastic opportunity for an exceptional and experienced individual to take on the key leadership role as Impetus' Interim CEO, providing maternity cover for our current Chief Executive. This is an exciting time to join Impetus and help deliver our 2020-2023 strategy, building on our recent successes.

Despite a challenging external environment due to the global pandemic, 2021 saw us make significant progress in our mission to improve the lives of young people from disadvantaged backgrounds. We reached 178,000 young people in 2021 with over 66% achieving outcomes during the 12 months. We grew our portfolio from 12 to 20 charities and launched two new funds (Engage: school exclusions and Connect: race equity and youth employment) in 2021 and have a further seven investments planned for 2022 (see [here](#) for our current charity investments).

We helped launch the National Tutoring Programme with our peers Education Endowment Foundation, Sutton Trust, Nesta and Teach First in 2020. In Year 1 (2021) this programme made high-quality tutoring available to schools to help those whose education had been most affected by the Covid-19 pandemic. In its first year the programme reached over 200,000 young people offering 15-hour tutoring packages for pupils who most need it. We also co-founded the Youth Employment Group during the pandemic, to ensure young people furthest from the labour market remained a Government priority. The Youth Employment Group now has over 300 members and is a key channel of communication with Government on helping young people thrive in the labour market.

In 2019 we won a bid with partners to manage a £200m spend down endowment from the Home Office to establish what works in reducing youth offending and then scale proven work (the Youth Endowment Fund). We established the Youth Endowment Fund as an independent Charitable Trust but Impetus remains the sole corporate trustee. The YEF operates with a high level of autonomy but Impetus is responsible for high level group management and governance oversight.

We successfully grew our income over the last 18 months and are seeking to further grow and diversify our income over the next 12 months. Alongside flagship annual events, the Transforming Lives Dinner and the Impetus Triathlon we have a loyal, committed group of funding partners who are keen to help young people achieve their full potential.

We were founded on a belief in social equality – that all young people should have the same chance to succeed whatever their background. And you cannot believe in social equality without believing in racial equality. We're committed to addressing systemic racism both as an organisation and through the work we support. As such, alongside the achievements noted above we have been focused internally on building the best possible organisation for our people, for impact and for scale.

We are committed to investing in our people, offering enhanced flexibility through hybrid working (we moved into new offices in Central London in September), developing our health and wellbeing strategy, encouraging a positive work life balance and providing ongoing opportunities for individual and organisational learning and development.

We have robust targets, recommended by our Race Equity Taskforce, to help us improve racial diversity in all aspects of our work. This work has started well but there is much more to do over the coming years (see [here](#) for more information).

Reporting to the Chair, the interim CEO will be responsible for building on the achievements of the past year, delivering our agreed strategy and providing leadership over fundraising, investment and stakeholder relationships. An ambitious mindset, excellent people management and emotional intelligence are a must. Key organisational priorities for 2022/3 are....

- **Strategy:** we are midway through our 2020-2023 strategy. The Interim CEO will need the passion, clarity of focus and execution skills to support the successful delivery of the strategy.
- **Leadership:** continue to support and develop a strong senior team; provide compelling leadership to them, the board and wider organisation. Ensuring Impetus has an excellent culture and is a great place to work is part of this.
- **Performance:** Continue to develop and deliver on impact management for Impetus, its partners and the charities we have invested in - ensuring delivery of strategic goals, business plans and budgets.
- **Fundraising & Communications:** working alongside the Chair, Board and relevant Senior Team members to manage relations with external stakeholders and partners. Build a trusted and responsive relationship with the board; with employees; with funders; with delivery partners; with charity investments and the pro bono network.
- **Finance and compliance:** working with the Director of Finance and Operations to ensure continued appropriate financial discipline across the organisation and compliance with all required statutory and regulatory requirements.

Person specification

Essential

The ideal candidate will have the following skills and experience:

- Leadership experience gained from successfully managing an organisation;
- Excellent people management and team building skills, with the ability to inspire and lead an intelligent and diverse team to perform to their best abilities;
- Strong and demonstrable experience of strategy implementation and commercial acumen;
- Experience of building positive and productive relationships with a diverse group of stakeholders including a range of funders and donors;
- Personal presence, persuasiveness and gravitas to be a dynamic and impactful ambassador for Impetus;
- An authentic passion and desire to transform the life opportunities of the most disadvantaged young people;
- Track record of fundraising, building strong relationships with donors and inspiring new supporters to give;
- Good understanding of the digital landscape and be passionate about the positive impact of digital transformation;
- Group management experience would be beneficial.

Personal attributes

This role requires a CEO who is driven by values, confident, empathetic and good at building relationships. They must also have the following:

- Excellent leadership skills;
- Excellent interpersonal skills;
- Drive and initiative to take ownership of the performance of the organisation – and the resilience to deal with this;
- A deep commitment to our mission of improving the lives of young people from disadvantaged backgrounds;
- Excellent communication skills and the ability to build vision across the organisation;
- Strong intellect, with analytical abilities and a creative mindset;
- Ability to make good decisions and then execute them quickly and effectively;
- High levels of humility, integrity and the ability to generate trust in others;
- A demonstrable commitment to equality, diversity and inclusion.



Our commitment to equality, diversity and inclusion

We believe that a diverse workforce leads to an organisation that is more open, creative and gets better results.

We want our team at Impetus to represent the diversity of the people and communities we serve. We also want our team to be one where different experiences, expertise and perspectives are valued, and where everyone is encouraged to grow and develop.

We want to reach a diverse pool of candidates. We are happy to consider any reasonable adjustments that potential employees may need to in order to be successful.

We recognise the importance of a good work/life balance. We do everything we can to accommodate flexible working, including working from home, working part-time job shares and other arrangements.

Please just let us know in your application or at any stage throughout the process (and beyond) if these are options you'd like to explore.

Impetus is an equal opportunity employer and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, race, age, disability, religion, belief, sexual orientation, or marital status. We value diversity and welcome applications from people of all backgrounds.



Terms of appointment

Salary	This role attracts a salary of circa £110,000. More may be available for an exceptional candidate.
Working hours	Full time (37.5 hours per week) or Part time (flexible working arrangements will be considered).
Location	Central London (currently trialling hybrid working - at least two days per week in Impetus office).
Annual leave	28 days plus bank holidays (this includes three days between Christmas and New Year) pro-rata for part time staff.
Pension	In line with auto enrolment legislation all eligible employees will be automatically enrolled into The Pensions Trust pension scheme. 5% employer contribution. 3% employee contribution.
Wellbeing	A range of benefits including, employee assistance programme, cycle to work scheme, season ticket loan, eye vouchers scheme.



How to Apply

We hope you will consider making an application for this exciting role.

To make an application, please go to <https://starfishsearch.com/jobs/impetus-interim-CEO/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a short supporting statement (maximum two sides) that sets out why you are interested in joining our organisation, and how you meet the person specification for this role.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date Friday 25th March

Preliminary interviews 6th April

Second stage interviews 12th April

Start date w/c 23rd May

You should also include the contact details of two referees, one of whom must be your current or most recent employer. Referees will only be approached with your express permission. You will also be required to provide proof of your eligibility to work in the UK. As part of our commitment to flexible working we will consider a range of options for the successful applicant. All options can be discussed at interview stage. Your personal data will be shared for the purposes of the recruitment exercise. This includes our HR team, interviewers (who may include other partners in the project and independent advisors), relevant team managers and our IT service provider if access to the data is necessary for performance of their roles. We do not share your data with other third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you. We do not transfer your data outside the European Economic Area.

