

# **YOUNG LIVES vs CANCER**



**DIRECTOR OF  
FINANCE &  
ESTATES**



# WELCOME

Dear Candidate,

Thank you for your interest in the role of Director of Finance & Estates at Young Lives vs Cancer.

Young Lives vs Cancer is the UK's leading charity dedicated to supporting children and young people facing cancer, and the families who stand alongside them. We bring a long-standing legacy of care, expertise and advocacy, and today, we remain focused on making a meaningful difference in the lives of young people from diagnosis, throughout treatment and into life after cancer.

We operate in a complex and emotionally demanding environment. Our teams work across health, social care and policy, supporting families at some of the most difficult points in their lives. This means we need leaders who can bring clarity, creativity and confidence, people who are comfortable making decisions, navigating ambiguity, and building strong, trusting relationships both internally and externally.

We are now looking for our first Director of Finance & Estates who will sit at the heart of how we'll achieve our vision, ensuring that children and young people with cancer, and their families, receive the practical, emotional and financial support they need, when they need it most. It is a role with real breadth and responsibility: balancing operational excellence with strategic thinking and combining strong professional leadership with a deep commitment to our values and purpose.

We are looking for someone who will not only take ownership of their portfolio, but who will actively contribute to the wider leadership of the organisation. You would be joining us at a time of ambition and momentum. Through our strategy, The Time Is Now, we are strengthening our foundations, evolving how we work, and increasing our influence so that no young person faces cancer without the right support around them. This role will play a key part in shaping that next phase, translating strategy into delivery, ensuring our organisation remains resilient and effective, and helping us maximise our impact.

Above all, we are seeking a leader who shares our determination to remove barriers, close gaps in support, and stand alongside young people and families with integrity and compassion.

If this resonates with you, I hope this candidate pack gives you a clear sense of both the challenge and the opportunity this role presents, and I very much look forward to hearing from you.

With best wishes



Chief Executive Officer

# ABOUT US

Young Lives vs Cancer is the UK's leading charity supporting children and young people aged 0–25 who are diagnosed with cancer, and the families who care for them.

Every year, thousands of young people face a life-changing diagnosis at a point when they should be learning, growing, forming identities and building futures. Cancer interrupts all of that, often suddenly, and often unevenly, creating emotional, practical and financial challenges that extend far beyond treatment alone.



We exist to meet those challenges head-on. From the moment of diagnosis and throughout treatment, recovery or bereavement, we work alongside children, young people and families to help them navigate a system that can feel overwhelming, fragmented and unfair.

Young Lives vs Cancer is the only charity in the UK with specialist social workers embedded within children's cancer hospitals. This allows us to work in close partnership with clinical teams while providing holistic, non-clinical support tailored to the needs of each young person and family. Our social workers help families manage the emotional impact of diagnosis, access financial and welfare support, navigate education and employment, advocate within complex systems, and prepare for life during and after cancer.

We also provide free accommodation through our Homes from Home, enabling families to stay together and close to hospital during treatment. For many families, this support is transformative, reducing financial pressure, easing emotional strain, and allowing parents and carers to focus on what matters most: their child.

Our work does not end with direct services. We use insight from frontline practice, lived experience and evidence to influence policy, improve services and challenge systemic barriers that disadvantage young people with cancer.



A powerful example of this is our long-running [Running on Empty](#) campaign, which has been instrumental in securing a new £10 million Young Cancer Patient Travel Fund as part of the UK Government's National Cancer Plan. This historic commitment, achieved through sustained advocacy and collaboration with sector partners and families, will help children, young people and their families afford the cost of travelling to and from essential cancer treatment, easing one of the greatest financial burdens they face and preventing families from making impossible choices about accessing care.

We collaborate with partners across health, education, social care and the voluntary sector, and we work with decision-makers to ensure that children and young people's voices shape the systems designed to support them.

To view our ongoing strategy, please click [here](#).

To view our most recent annual reports, please click [here](#).



# OUR VALUES

Before we act, we pause to ask:

What difference will this make for children, young people and families?

This question anchors every decision, every priority and every action we take.

## **CURIOUS - We are open and we pay attention.**

We lead by asking, listening and noticing, not assuming. We seek out different perspectives, stay alert to what's changing around us, and explore the wider impact of our decisions. Curiosity helps us understand complexity, surface risks early and make more inclusive, insight-led choices.

## **CREATIVE - There is no one 'right' way.**

We lead by asking, listening and noticing, not assuming. We seek out different perspectives, stay alert to what's changing around us, and explore the wider impact of our decisions. Curiosity helps us understand complexity, surface risks early and make more inclusive, insight-led choices.

## **COLLABORATIVE - We are in this together.**

We take shared responsibility for outcomes, working across teams, partners and systems to achieve greater impact. Collaboration means involving people early, co-creating solutions and thinking beyond individual roles or boundaries. We know we are stronger — and more effective — when we work together.

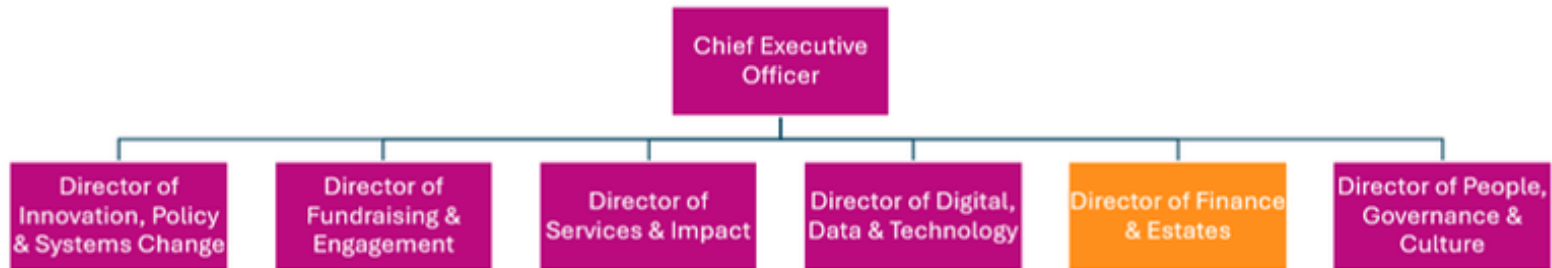
## **CHANGEMAKING - We build a better, more equitable future.**

We don't accept things as they are. We actively challenge injustice, embed equity and inclusion into our decisions, and focus on change that is felt — not just planned. Changemaking means shifting power, improving systems and ensuring our work leads to fairer, kinder experiences for children, young people and families.

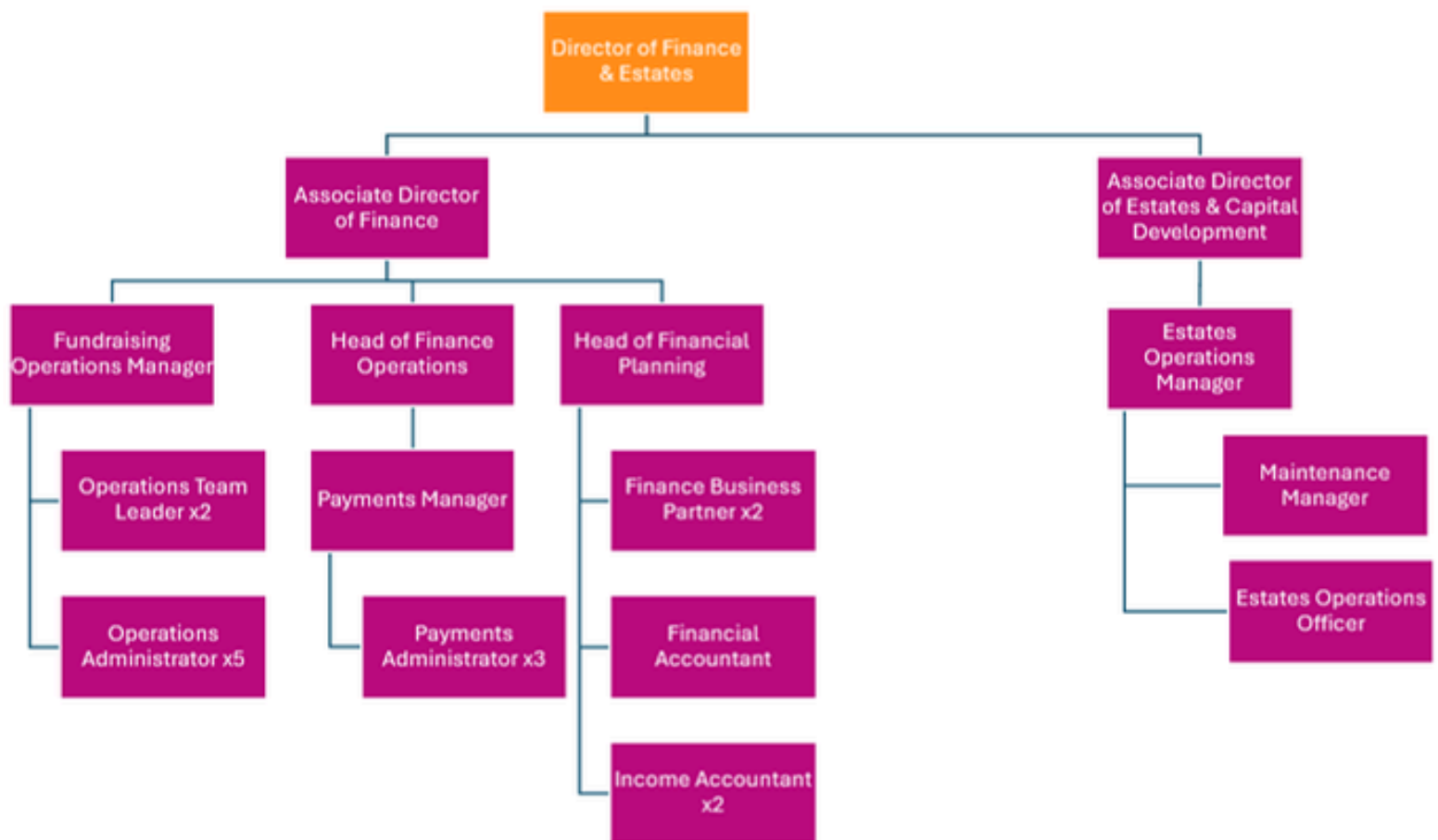
## **COURAGEOUS- We lead with vision and hope.**

We speak up, act with integrity and face difficult truths with compassion. Courage at Young Lives vs Cancer means advocating for others, giving honest feedback, and staying hopeful even when the work is hard. We model openness, own mistakes and keep our purpose front and centre.

## Young Lives vs Cancer Executive Org Chart



## Young Lives vs Cancer Corporate Services Org Chart





## JOB DESCRIPTION

**Job title: Director of Finance & Estates**

**Reports to: CEO**

**Direct reports: Associate Director of Finance; Associate Director of Estates & Capital Development**

### **Role purpose:**

The Director of Finance & Estates is a key member of Young Lives vs Cancer's Executive Leadership Team, responsible for ensuring the organisation's long-term financial sustainability, resilience and operational effectiveness. The role provides strategic leadership across finance, estates and corporate assurance, enabling the organisation to deliver its mission and achieve its long-term strategic ambitions.

This post combines strong strategic and commercial thinking with operational grip, collaborative leadership and a deep commitment to values-led, inclusive practice. Working closely with the Chief Executive, Board of Trustees and Executive colleagues, the Director will act as a trusted advisor and business partner, helping to translate strategy into sustainable delivery.



## **Main responsibilities:**

### Strategic Leadership

- Develop and lead a clear, integrated Finance & Estates strategy that underpins Young Lives vs Cancer's long-term goals and organisational strategy.
- Ensure financial sustainability, operational excellence and effective stewardship of resources, enabling the organisation to deliver impact now and in the future.
- Act as a strategic business partner to Executive colleagues, particularly the Director of Fundraising, supporting the development of strong, diverse and sustainable income streams.
- Contribute actively to organisation-wide strategic planning, decision-making and transformation as a member of the Executive Leadership Team.

### Financial Management

- Provide robust, long-term financial planning, forecasting and scenario modelling, ensuring organisational viability and resilience.
- Ensure that financial decision-making at all levels is underpinned by high-quality, timely and accessible financial information.
- Lead effective approaches to reserves, investment and fixed-asset management, providing assurance to the Board and its Committees.
- Oversee the development and delivery of fit-for-purpose financial systems, processes and controls, enabling accurate and timely monthly, quarterly and annual reporting.
- Ensure that organisational business plans and investment cases are based on credible budgets, accurate forecasts and a clear focus on value for money.
- Maintain open, constructive and trusted relationships with the Board of Trustees, Finance & Audit Committee and Governance Committee.

### Estates & Capital Development

- Provide strategic leadership and accountability for Young Lives vs Cancer's Estates and Capital Development function, ensuring alignment with organisational needs and priorities.
- Oversee the effective management of the organisation's property portfolio, including acquisitions and disposals, lease negotiations, relocations, refurbishments and lifecycle planning.
- Ensure appropriate systems, controls and assurance are in place to manage health, safety and compliance across all estate-related activities, safeguarding children, young people, families, volunteers and staff.
- Lead the development and delivery of estates strategies and plans, with clear monitoring, reporting and evaluation of progress and impact.





### Leadership, Culture and Organisation Effectiveness

- Lead, develop and inspire high-performing Finance & Estates teams, fostering a culture of accountability, collaboration, innovation and continuous improvement.
- Champion inclusive, values-led leadership, supporting talent development, succession planning and colleague wellbeing.
- Play an active role in building a healthy, performance-focused organisational culture where people are supported and empowered to deliver their best work.
- Influence and shape organisation-wide accountability frameworks, policies and systems, ensuring consistency, clarity and compliance across the organisation.

### External Engagement and Influence

- Act as a visible ambassador for Young Lives vs Cancer, representing the organisation with credibility and confidence across the sector and beyond.
- Build and maintain strong strategic relationships with partners, funders, commissioners and professional networks, ensuring the organisational implications of partnership growth are well understood and managed.
- Contribute to raising the profile, influence and reputation of Young Lives vs Cancer through external engagement, events and thought leadership.

Alongside your specific job duties, every member of Team Young Lives needs to make sure they also:

- Make safeguarding a priority.
- Take care of your own health and safety and that of others.
- Actively challenge injustice and inequality and promote Young Lives vs Cancer's Diversity, Equity, Inclusion and Belonging agenda to create a better, more diverse and inclusive organisation.
- Ensure that you treat information and data professionally, using it only for the purposes that Young Lives vs Cancer has said it would; respecting the confidentiality and privacy of its supporters, service users and staff.
- Accept that you are personally responsible and accountable for ensuring you understand and adhere to all Young Lives vs Cancer policies and procedures.
- Be an active team member, regularly attending team meetings and contributing to shared learning and development.
- Undertake any other reasonable duties as directed by or agreed with your line manager.



## PERSON SPECIFICATION

### Knowledge and experience

- Recognised professional accountancy qualification (ACA, ACCA, CIMA/ACMA or equivalent) with evidence of ongoing CPD.
- Substantial senior-level leadership experience across Finance and Estates within a complex, values-led organisation (charity, public sector or comparable environment).
- Proven experience leading Finance & Estates functions in a medium to large organisation, with accountability for financial sustainability, estates and corporate assurance.
- Strong track record of developing and delivering integrated financial and operational strategies that support organisational growth, resilience and impact.
- Deep experience of financial planning, budgeting, forecasting, reserves and investment management, and the production of high-quality management information to inform decision-making.
- Sound working knowledge of charity and company law, governance, safeguarding, GDPR and risk management frameworks.
- Demonstrated success in building and leading high-performing teams, managing organisational change and embedding inclusive, values-driven ways of working.
- Experience acting as a credible senior ambassador, engaging confidently with Boards, Committees, regulators and external partners, and providing assurance at executive level.

## Skills and abilities

- Strong understanding of structural inequality and the barriers faced by marginalised communities, with a clear commitment to anti-oppressive practice.
- Knowledge of charity finance, SORP, the regulatory environment and best practice in corporate services is desirable.
- Advanced financial modelling, scenario planning and investment appraisal skills, with confidence using KPIs, dashboards and insight to support strategic decisions.
- Well-developed expertise in enterprise risk management, internal controls and assurance.
- Strong commercial capability, including procurement, contract and supplier relationship management, delivering value for money and effective stewardship of resources.
- Excellent strategic planning, organisational and programme management skills, with the ability to balance long-term ambition and operational delivery.

## Styles and behaviours

- Actively challenge injustice and inequality and promote Young Lives vs Cancer's Diversity, Equity, Belonging & Inclusion strategy to create a better, more diverse and inclusive organisation.
- Demonstrate that Young Lives vs Cancer's values are at the heart of everything you do: Curious, Creative, Collaborative, Changemaking, and Courageous.
- Builds a culture of innovation and continuous learning, fostering collaboration and adaptability to achieve long-term organisational goals.
- Clearly articulates strategic end goals, adapts approach with agility, and ensures their team understands its role in delivering Young Lives vs Cancer's vision.
- Develops strong internal and external networks, leveraging advanced influencing and negotiation skills to drive organisational benefit.
- Communicates proactively across the organisation, modelling constructive feedback, seeking input, and tailoring messages to diverse audiences.



# TERMS OF APPOINTMENT

## Salary

The salary for this role is c.£115,000 per annum on a full-time permanent basis.

## Location

London (Farringdon)/Bristol office hybrid with a tie to either office c.8 days a month.

## Pension

3% employee, 8% employers contributions

## Annual leave

27 days annual leave per annum, plus Bank Holidays

4 Wellbeing, Growth & Development Days a year to focus on personal development

## Additional benefits

[Our benefits - Young Lives vs Cancer](#)

# HOW TO APPLY

We hope you will consider making an application. To make an application, please go to <https://starfishsearch.com/jobs/ylvc-fin-est/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would 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 20th March 2026

**Preliminary interviews:** w/c Monday 6th April 2026

**Final Panel interviews:** w/c Monday 4th May 2026