



THE DUKE OF EDINBURGH'S
INTERNATIONAL AWARD



Candidate Pack for Director of Growth and Development

**#WORLD
#READY**



WELCOME



The Duke of Edinburgh's International Award was founded by the late Prince Philip, The Duke of Edinburgh, in 1956. For seventy years it has been a catalyst for transformation, helping young people discover their purpose, passion and place in the world. Today, with over a million participants across more than 120 countries and territories, the Award stands as one of the most respected non-formal education frameworks on the planet.

Yet we believe this is only the beginning. The demand for the Human Skills that the Award helps young people develop, and the opportunity to grow the Award's reach has never been more urgent. Our ambition is bold: to increase the number of young people participating in the Award to 4 million by 2030. Achieving this will require not only vision and determination, but a new and more strategic approach to how we work with our global network of operators.

That is why we are creating the role of Director of Growth and Development, a new senior leadership position at the heart of this ambition. This is not simply a growth role. It is a role about transformation: building the capacity and capability of national operators around the world, developing differentiated and evidence-led support models, and ensuring that growth is sustainable, inclusive and grounded in quality. The Director will lead a newly formed department and will be instrumental in shaping how the Foundation works with its Association for years to come.

We are looking for a leader who combines strategic acumen with genuine curiosity about what makes organisations thrive. You will be comfortable working across cultures and contexts, equally at ease analysing data and building relationships, and motivated above all by the belief that every eligible young person deserves the opportunity to take part in the Award. Your experience may come from any sector, what matters is your track record of driving operational growth and your commitment to the values that underpin everything we do.

This is a pivotal moment for the Award globally, and a rare opportunity to shape something that will outlast any one tenure. If you are energised by that prospect, we would very much welcome your application.



Best wishes,
Hannah Stoddart
Chief Operating Officer/Deputy Secretary General

ABOUT US

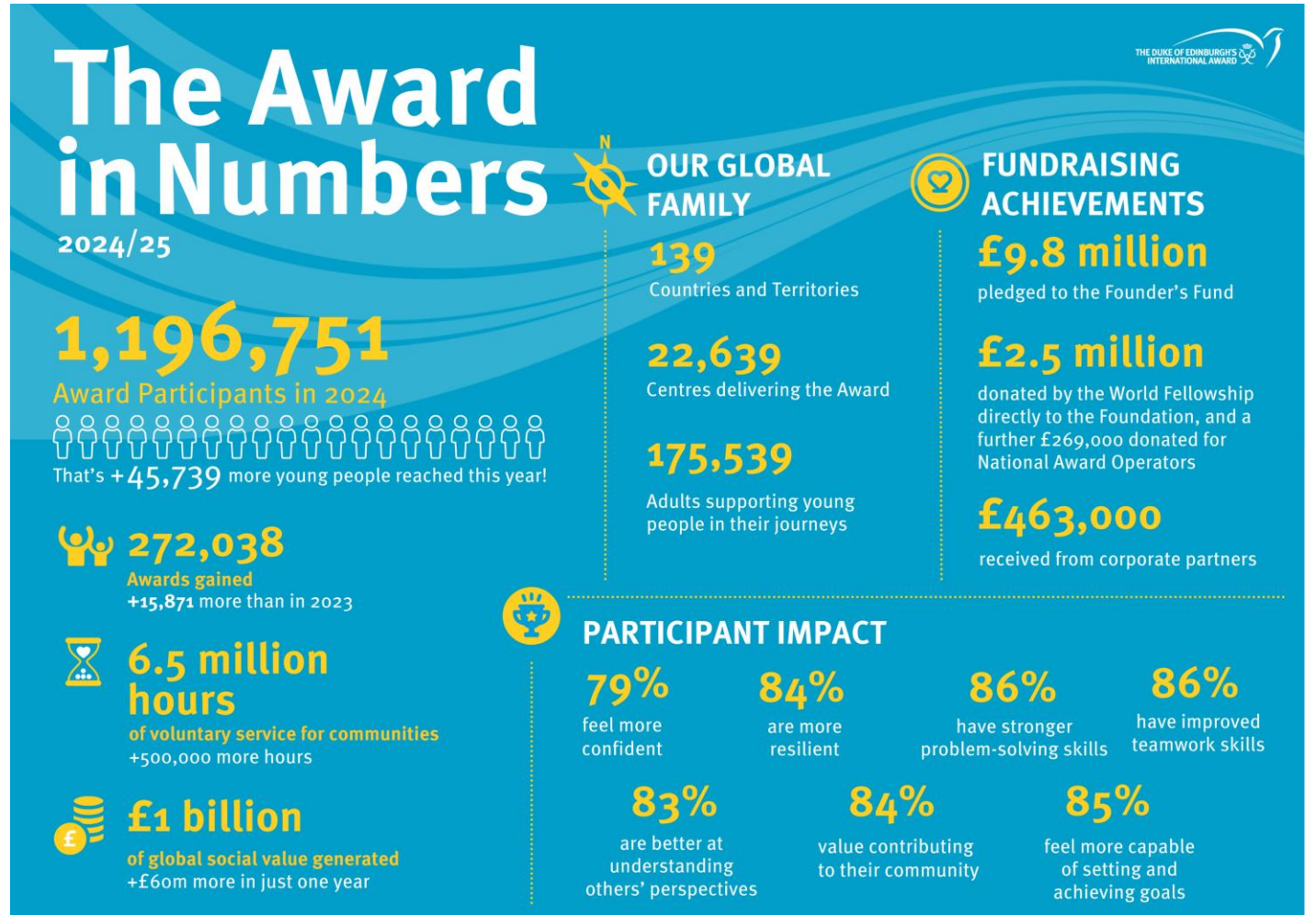
The Duke of Edinburgh's International Award (the Award) is a Non-Formal Education and Learning framework challenging young people to find their purpose, place and passion in the world.

In more than 120 countries and territories, our globally recognised accreditation is available to all 14 to 24-year olds, of all backgrounds, locations, cultures and abilities. Through the programme, each young person becomes part of something special while developing their own interests, universal skills and life aspirations.

Founded in 1956, the Award highlights the value of Non-Formal Education and Learning. Today there are consistently over a million young people taking part in the Award to believe in the power of their potential, make a difference in their community and take control of their future.

The result? Entire generations of innovators and change makers who are truly world-ready.

#WORLD #READY



OUR VALUES

- We believe in young people and in equipping them for life.
- Empowerment with accountability.
- Inclusion without judgement.
- Learning, improvement and fresh thinking.
- Connection to people's needs and aspirations.
- Impact delivered through partnership, with achievement recognised in all its forms.

#WORLD READY



WHERE IS THE AWARD DELIVERED?

The Award is delivered via hundreds of thousands of youth-focused partners and operators in a wide range of locations, from schools and custodial institutions to Scout groups, and refugee camps.

Although the Award's framework remains the same wherever it is delivered, every Award is itself unique and no two Awards are the same.

The Award is currently licensed in 120 countries and territories. Explore the countries and territories of the award more [here](#).



THE FOUNDATION

The Duke of Edinburgh's International Award Foundation is the international charity that drives and supports the Award's growth, access and impact across the world. Working in partnership with organisations and governing bodies, we oversee the licensing of Award operators – including schools, youth groups, employers and custodial institutions – in more than 120 countries and territories. With our guidance, operators deliver the globally recognised Award, which provides opportunities for 14 to 24-year-olds of all backgrounds, locations, cultures and abilities, to develop their interests, skills and life aspirations.

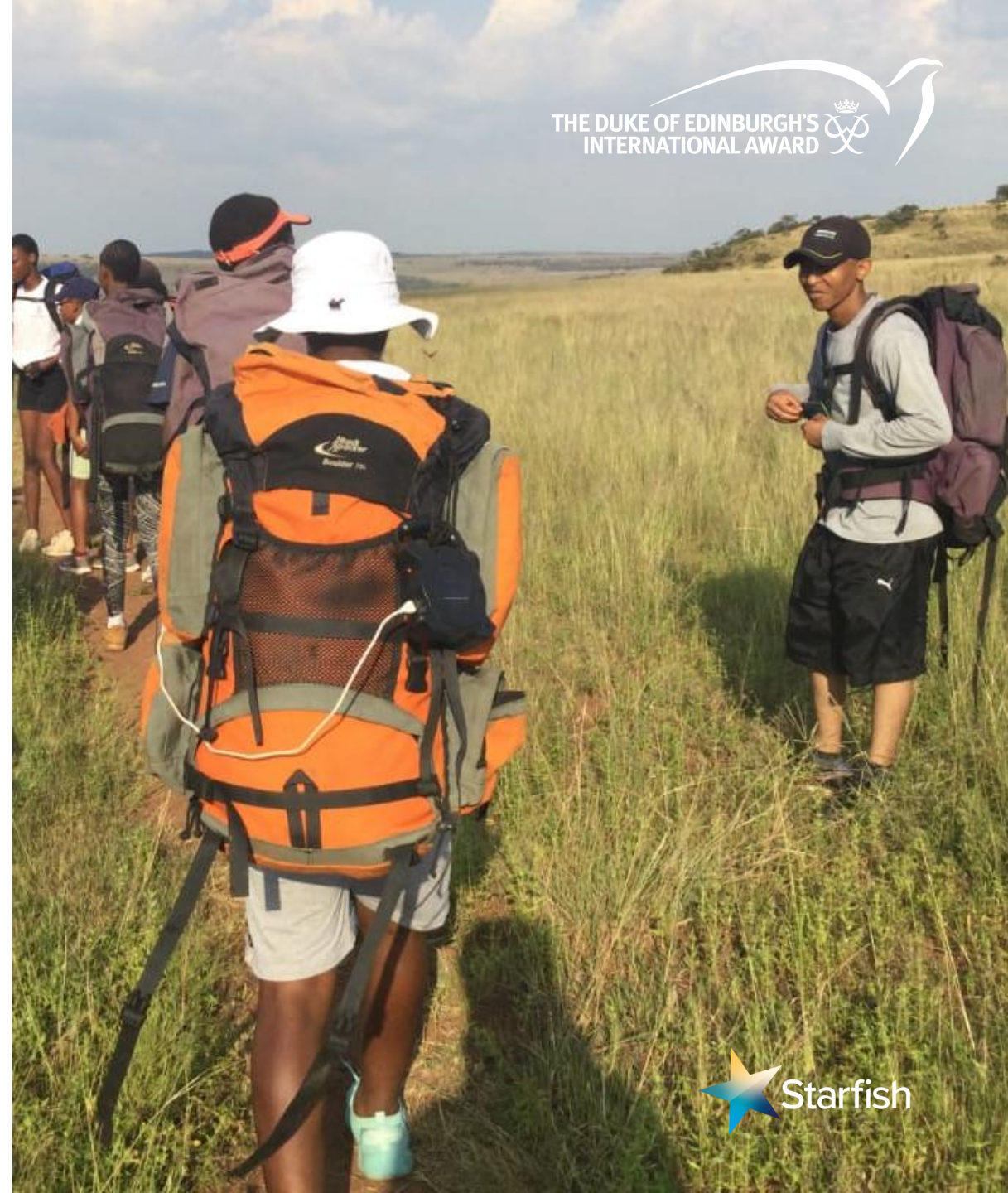
Our aim over the next decade is to drive a tenfold increase in the number of young people taking on the challenge in the Award.

We aim to increase the Award's global access, reach and impact through:

- supporting sustainable growth among operators to deliver the Award to a wide group of young people from across society
- advocacy and research to make the case for non-formal education and learning across the world
- building global partnerships and raising funds to increase access to the Award
- providing infrastructure, guidance and support to ensure high-quality delivery

When it comes to creating empowered citizens who will go on to solve some of society's biggest problems, many of life's greatest lessons happen beyond the classroom. The Award gives young people the chance to discover exactly that.

Candidate Pack for Director of Growth and Development – Duke of Edinburgh's International Award



KEY AREAS OF WORKING



FUNDING

We provide grants to operators in our global Award family to scale up their operations and/or carry out projects that enable even more young people to take part in the Award.



TRAINING

We provide licensees with advice and support, in the form of ongoing training materials, and access to a global peer-to-peer discussion forum.



ADVOCACY

We partner with key organisations to increase global awareness of the value of Non-Formal Education and Learning and to improve the lives of young people



GLOBAL PARTNERSHIPS

We actively work to build partnerships with organisations to deliver the Award around the world. Corporate Partnerships form an integral part of this portfolio.



RESEARCH

We conduct research into the impact of the Award around the world using multiple initiatives, such as outcomes evaluation, satisfaction surveys, and work with external experts on projects, like our award-winning Global Social Value research.

OUR IMPACT

The value and impact of the Award extends far beyond the intrinsic benefits enjoyed by the young people. We believe the Award framework can be a blueprint for investing in human capital, specifically strengthening resilience, improving global prosperity and helping the world's most vulnerable.

The Award does this through working in partnership with young people and their communities, encouraging them in finding their own development solutions. Participation in the Award also directly enables young people to contribute to a number of the United Nation's Sustainable Development Goals (SDGs), including Quality Education and Decent Work and Economic Growth.

Our established impact measurement initiatives, developed alongside academic institutions and partners, have revealed that the Award has a direct, positive impact (both financial and non- financial) on the people and communities it touches. In 2023, the Award had a Global Social Value of £1,408 million.



JOB DESCRIPTION



Job title: Director of Growth and Development

Reports to: COO/Deputy Secretary General

Direct reports: Head of Growth and Scaling; Grants Lead;
Partnership Development Manager

Role purpose:

The Director of Growth and Development is responsible for leading and implementing the Foundation's strategy to grow the number of young people participating in the Award globally to 4 million by 2030. This is an ambitious strategy, which we believe is achievable with the right combination of support and investment in our prioritised National Award Operators.

The Director of Growth and Development is a new senior leadership role at the forefront of changing and adapting the way the Foundation works with its network of operators globally. We have built a rigorous licence standard which supports the development of quality in our award operators. Alongside this our new Growth and Development Department represents a strategic shift towards prioritising capacity and capability development in operators to enhance scale.

The Director of Growth and Development will lead a team responsible for providing bespoke and differentiated support to operators based on their potential for growth, focussing on leadership development, enabling effective strategic and business planning, building financial sustainability, and ensuring strong governance and systems. The Director will also oversee the Foundation's grants functions to ensure they are leveraged to support sustainable growth, as well as driving regional and global partnerships to deliver operational scale.

This is a critical role at a pivotal moment for the Award globally. With significant growing demand for non-formal education and learning, there is substantial untapped opportunity to grow the Award through working strategically and collaboratively with operators across the world.

JOB DESCRIPTION

Main responsibilities:

- Build a growth and development function that can develop the capacity and capabilities across the Association to scale the Award.
- Build a comprehensive data-driven picture of growth performance across the Association and an associated understanding of where support and investment is needed.
- Oversee the development of bespoke country-specific support models with ambitious targets for growth, focussing on drivers for growth including leadership development, strategy and business planning, financial sustainability, and good governance.
- Support the development of learning content and toolkits that build understanding of quality and best practice across the Association.
- Leverage the skills and expertise of Foundation staff across functions, high performing national operators, and expert volunteers to provide targeted support and coaching to operators in countries with strong growth potential.
- Oversee the Foundation's grants function and funding portfolios to ensure that funding is strategically aligned and supports our strategic goals, including building partnerships with aligned funders to grow and align funding resources.
- Work alongside the External Affairs and Income Development teams to develop a sophisticated approach to global partnership development to unlock national and regional scale.
- Act as a senior representative and voice promoting growth across the Association, engaging with senior leaders and counterparts across our operators.
- Engage actively with the Board of Trustees, communicating ambitions for growth and progress against agreed plans and targets.



PERSON SPECIFICATION



Knowledge and experience

- Demonstrable senior leadership experience in a role responsible for operational growth, with a track record of driving operational expansion and growth at a senior level.
- Proven experience in overseeing the delivery of strategies and business plans to build capacity and capability to deliver results at operational level.
- Evidence of leading teams developing content to support learning and build capacity, that have led to demonstrable improvements in operational performance.
- Demonstrable experience overseeing the development of growth strategies and business plans, including strategies to build financial sustainability.
- Track record of driving leadership and governance improvements and overseeing the introduction of new systems and processes.
- Proven experience of harnessing data, evidence and business information to inform prioritisation and resource allocation and improve performance.
- Experience of leading high-performing and multi-functional teams, including overseeing dispersed and multi-country teams.
- Proven track record of engaging effectively with senior-level stakeholders internally and externally, including regular and impactful engagement with Board of Trustees.
- Demonstrable knowledge and understanding of global youth trends and behaviours, as well as the role of non-formal learning in supporting positive outcomes for young people.
- A proven track record of driving financial sustainability by designing and delivering growth strategies that strengthen long term revenue, diversify income streams, and build organisational resilience.

Skills and abilities

- Able to lead and inspire teams through providing vision and clarity in direction, whilst also holding staff accountable for results.
- Highly skilled in deploying market analysis, business planning and scaling strategies to drive results and operational growth.
- Skilled at analysing organisational financial health and successfully deploying financial sustainability strategies to improve financial performance.
- Excellent analytical and writing skills, with the ability to present written information in a clear, concise and persuasive way to inform and steer decision-making.
- Able to navigate complex problems, develop options and scenarios, and propose evidence informed proposals and recommendations for senior audiences.
- Adept at operating with uncertainty, offering agile solutions to problems as they arise, and spotting and seizing opportunities even in challenging situations.
- Highly skilled at building relationships of trust with colleagues and stakeholders at multiple levels, with strong communication and interpersonal capabilities.
- Cross-cultural communication and a respect and understanding of the ways to communicate to a broad and diverse range of international stakeholders.

PERSON SPECIFICATION

Styles and behaviours

- Develops and operationalises strategies and plans in support of the organisation's mission.
- Influences and builds credibility with diverse and senior-level stakeholders internally and externally – including board members and major partners.
- Presents compelling organisational narratives that can translate across functions and geographies.
- Ensures evidence, insights and data are harnessed to inform and shape strategy and delivery.
- Builds shared vision across functions and capably leads and operationalises cross functional priorities.
- Takes accountability for and drives performance against strategic priorities and core objectives, supporting teams to seize opportunities to improve results.
- Makes decisions effectively, managing risk and opportunity, and allocates resources to maximise mission impact.
- Demonstrates leadership qualities, and builds leadership capability across teams and functions.
- Promotes cultures of inclusion and learning and innovation.
- Ensures safeguarding accountability at leadership level.



TERMS OF APPOINTMENT



Salary

The salary for this role is £80,000-£90,000 per annum on a full-time permanent basis.

Hours of Work

- 35 hours per week (Monday to Friday) with attendance in the office at least 8 times per month.
- Must be willing and able to travel locally and internationally on behalf of the Foundation, sometimes with multiple overnight stays.
- Overtime is not payable, though hours worked over and above standard contract can be taken in lieu of payment (in line with policy).
- Reasonable flexibility required, given the global nature of our operations and half of the staff team work remotely all over the world.
- DBS check is required.

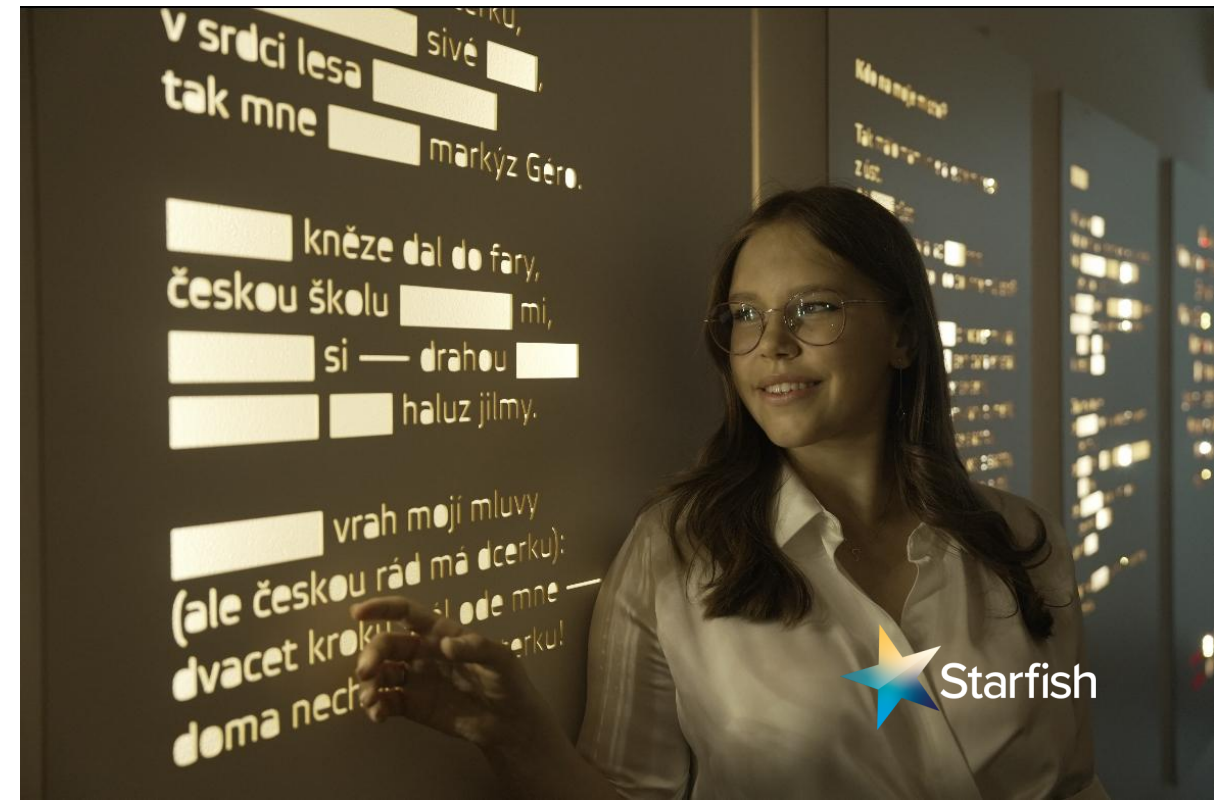
Additional benefits (some applicable after probation period)

- 25 days annual leave (plus bank holidays)
- Private Medical Insurance
- Death in service payment of 4x salary
- Healthcare Cash Plan
- Joint Contribution Pension Scheme (we match up to 10%)
- Salary Sacrifice Schemes
- Enhanced maternity and paternity leave

Candidate Pack for Director of Growth and Development – Duke of Edinburgh's International Award

Visa Sponsorship and Costs

The Foundation is able to offer visa sponsorship for eligible candidates. The organisation will cover sponsorship-related costs, including the Sponsor Licence, Certificate of Sponsorship, and Immigration Skills Charge. Applicants requiring a visa must cover their own visa application fee, Immigration Health Surcharge (IHS), and any costs related to dependants or renewals. Further details can be provided on request.



HOW TO APPLY

We hope you will consider making an application. To make an application, please click the apply now button below, with the following prepared:

[APPLY NOW](#)



- 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 10th July 2026

Preliminary interviews: w/c Monday 20th and Monday 27th July 2026

Final Panel interviews: w/c Monday 24th August 2026



**#WORLD
#READY**

THE DUKE OF EDINBURGH'S
INTERNATIONAL AWARD

