



# COULD YOU BE OUR NEXT CEO?

**CANDIDATE PACK**

**BIG  
CHANGE.**



**Hello, and welcome to the wonderful world of Big Change.**

Thank you for your interest in applying to be our next Chief Executive.

Big Change was founded on the belief that to create a future in which all young people thrive we must rethink the systems that shape their lives. We're not about incremental change, we back leaders with bold ideas, the courage to think differently, and a commitment to working collaboratively to create system change.

**This is an exciting moment for us.**

After 14 years of trialling, testing, learning and holding big questions, we are now surrounded by an extraordinary community of changemakers and a strong network of committed entrepreneurs, philanthropists and partners. And it is time to capitalise on what we've built and go BIG with our mission as our work feels more urgent than ever.

**Young people are growing up in an increasingly complex world**, and the systems around them are failing. Whether it is declining wellbeing, widening inequality, growing social division, the impact of technology, or rising uncertainty about the future, the need for bold leadership and new thinking has never been greater.

Our next CEO will inherit an organisation with real momentum, a talented team, and a clear strategy thanks hugely to the leadership of our outgoing CEO of 12 years, Essie North. We are thrilled that Essie will remain in the Big Change orbit, on hand as an advocate and advisor to the organisation. We are looking for a new leader who will take a growing body of evidence from ideas and organisations that we champion to a meaningful scale and help create huge waves of positive impact.

We are looking for a big thinker and a doer; someone excited to lead ambitious plans with our community of change makers that build on our strong foundations.

Our next leader will be comfortable with complexity and ambiguity, energised by big challenges, and motivated by bringing people together around a shared vision. A natural storyteller, able to communicate both the scale of the challenge and the scale of the opportunity in ways that inspire action. Someone with an entrepreneurial spirit, who is collaborative and confident in building partnerships that unlock the funding and resources needed to match our ambition. Above all, we are looking for someone driven by curiosity, a good listener, and who is committed to learning. This role is about bringing people together, unlocking potential, and creating the conditions for collective success.

We are open to applicants with a background in business, philanthropy, education, public service, social enterprise, campaigning, community leadership, or a combination. In fact, a varied and unconventional career path may well be an advantage, as the challenges we address do not sit neatly in one sector.

Above all, our next CEO will be joining a culture that I am incredibly proud of. **Big Change is full of thoughtful, talented and deeply committed people.** There is a genuine sense of trust, collaboration and shared purpose. We challenge and support each other while remaining united by a belief that better futures for young people are possible.

If the opportunity to tackle big challenges, create the conditions for change for young people, work alongside remarkable people, and back the next generation of leaders excites you, we would love to hear from you.

**Phil Nevin**  
Board Chair & Founder

# ABOUT BIG CHANGE

Big Change finds and backs changemakers with early-stage ideas that have the potential to spark lasting change for all young people.

We provide opportunities for leaders to connect, learn and act together as part of a purpose-driven community who are rethinking and reshaping the systems around young people.

Our community of changemakers deliver impact, create opportunities, and make the case for change. They share a commitment to learning, sharing insight, and taking action to create the big change needed to ensure all young people thrive.

Together we listen, learn, grow, and spark lasting change. Watch the story of Big Change [here](#).

## OUR PATHWAY TO CHANGE



# OUR IMPACT IN ACTION

**82**

leaders  
backed

**£5.5M**

given in grant  
funding

which has  
unlocked  
**£200M**

in follow-on  
funding

over  
**12M**

young people  
reached

Every  
**£1**

invested has  
leveraged a  
further

**£40**



In **2025** alone we backed **10 leaders** with bold and brilliant ideas to create change for young people. Many are **under 30**, and they all have lived experience of the problems they are addressing.

Our support drives long term change. In **2014**, we were an early supporter of **Voice 21**, as they piloted an oracy education programme in one school in East London. A decade on, they now work with thousands of students in over **1,200 schools**.

Through their advocacy work and their Big Change-funded **Oracy All-Party Parliamentary Group**, Oracy has featured in cross-party education priorities. It also features in the 2026 Schools White Paper, and it is now inspected by Ofsted, giving it the same weight as numeracy and literacy.

[Discover the latest ways we're making change happen](#)

# OUR VALUES & WAYS OF WORKING

**Our values shape everything we do. They guide the choices we make, the relationships we build and the way we approach change. We are undaunted, human-centred, connected, insight-led, and catalytic.**



## UNDAUNTED

We believe meaningful change requires courage, optimism and a willingness to take risks. We support people who challenge the status quo and pursue ambitious ideas for the systems around young people. We encourage and expect healthy challenge and constructive disagreement.

Being human-centred means we bring empathy, and compassion when we work together. We embrace the learning that comes from making mistakes. We believe that everyone works with good intentions, and we value the power of listening to foster understanding and collaboration.



## HUMAN CENTERED



## CONNECTED

We know lasting change happens through relationships. We bring together diverse perspectives and generations to learn from each other and build stronger solutions together. We always ask ourselves whose perspective is missing so we can address the gaps.

We believe in thinking big, whilst being rigorous in grounding our understanding and analysis through learning from others, as well as through the work that we do. We put impact ahead of individual ego and we seek to understand through asking questions and remaining curious.



## INSIGHT-LED



## CATALYTIC

Big Change is on a mission to spark lasting change which is why we fund and support ideas that have the potential to influence systems and inspire wider transformation. We do this by connecting our community to spark even greater impact.

# HOW WE TURN VALUES INTO ACTION

As a **values-led organisation**, the Big Change Way guides us on how we show up, lead, and work together to spark lasting change. For us, meaningful progress requires collaboration and time for reflection. All our partners and our team have space to reflect, learn and focus on what matters most.

**Safeguarding** at Big Change means protecting the dignity, wellbeing and safety of everyone we work with. We follow safeguarding legislation and clear internal processes, while taking a trauma-informed approach that recognises how people's experiences shape how they engage.

**Intergenerational collaboration** (IGC) means bringing young people and older adults together as equals because we know that when generations collaborate

with respect and shared power, they unlock possibilities, creating a bridge to bigger change.

Our approach to **equity, diversity and inclusion** shape who we support and the systems we seek to change. We are committed to tackling systemic barriers and bias in our funding and practices, and to becoming an anti-racist and anti-oppressive organisation.

Through listening, learning and accountability, we aim to ensure those historically under-served are supported to lead change. At the heart of this is embracing feedback and committing to transparent reflection and progress.

To read more about the Big Change Way, head to our [website](#)

## OUR FUTURE PLANS

Read our [latest strategy and Essie's blog](#) which outline our ambitions for the years ahead, including our focus on coalition building, strengthening our organisation, and growing our long-term impact.

# ABOUT THE ROLE

## PRACTICAL DETAILS

<b>Location</b>	Hybrid working, with time split between home and our London office. The role may require travel, attendance at events and occasional evening commitments.
<b>Reports to</b>	Chair of Trustees
<b>Direct reports</b>	Big Change Leadership Team
<b>Salary</b>	£110,000 per annum
<b>Contract</b>	Full-time, permanent

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## BENEFITS

At Big Change, we care deeply about creating the conditions for people to thrive, grow and do meaningful work together. Alongside a flexible and supportive working environment, we offer:

- £1,000 annual learning and development allowance
- Unlimited annual leave policy
- Flexible and hybrid working (minimum 1 day a week in the office)
- Pension scheme with up to 5% employee contribution matched by Big Change
- Wellbeing allowance
- Volunteering days

# KEY RESPONSIBILITIES

## »» STRATEGY, DIRECTION AND STEWARDSHIP

- Steward Big Change long-term vision and strategy, building on our strong foundations while helping us to evolve with clarity and agility
- Connect the different parts of Big Change, ensuring our work, relationships, learning and culture reinforce one another and contribute to a shared sense of purpose.
- Balance long-term ambition with practical delivery, helping translate strategy into meaningful action and impact.
- Hold responsibility for where Big Change focuses its energy, resources and influence, making thoughtful decisions about what to pursue and where to let go.

## »» LEADERSHIP AND ORGANISATIONAL HEALTH

- Lead by example and create the conditions for constructive challenge and shared decision-making across the team.
- Unlock the potential of individuals, teams and the organisation, creating an environment where everyone feels trusted, supported and able to do ambitious work together.
- Create clarity, challenge and accountability while maintaining the culture of care, curiosity and collaboration at Big Change.
- Create space for learning and ensure an entrepreneurial mindset is at the heart of our thinking.
- Ensure Big Change remains a healthy, resilient and sustainable organisation where we can thrive and do our best work.

## »» RELATIONSHIPS, INFLUENCE AND PARTNERSHIPS

- Build and nurture trusted relationships across our community, partners, funders, trustees and wider networks.
- Represent Big Change publicly, lead media campaigns to highlight the challenges facing young people and the power of co-designed solutions.
- Create opportunities to bring people, ideas and resources together in ways that strengthen collective insight and action into how funding flows, how policy is shaped and how young people' voices drive real world solutions.
- Shape the conditions for change by contributing to conversations across philanthropy, education, social impact, youth leadership and related sectors.
- Support the development of strategic partnerships and long-term funding relationships that strengthen Big Change impact and financial sustainability.

# KEY RESPONSIBILITIES

## COMMUNITY, NETWORKS AND COLLECTIVE CHANGE

- Maximise the potential of Big Change's network, identifying opportunities for greater collaboration, connection and collective action.
- Strengthen Big Change role as a trusted connector and catalyst, bringing people together around shared purpose and possibility.
- Stay closely connected to the experiences, ambitions and insights of young people, changemakers and partners, ensuring these perspectives continue to shape our thinking and work.
- Champion the leadership, voices and ideas emerging from our community, creating opportunities for them to influence wider conversations and systems.
- Help Big Change learn from and contribute to a broader ecosystem of people working to create a more hopeful future for young people.

## FINANCIAL SUSTAINABILITY AND RESOURCE STEWARDSHIP

- Hold accountability for the financial health, sustainability and resilience of the organisation.
- Work alongside the leadership team and Board to ensure sound financial planning, responsible resource allocation and effective risk management.
- Create the conditions for significant long-term partnerships and sustainable income streams that enable Big Change to deliver on its ambitions.
- Bring creativity and confidence to conversations about funding, partnerships and resource development, helping unlock new opportunities for impact.
- Ensure resources are used thoughtfully and effectively in service of Big Change mission.

## GOVERNANCE AND BOARD RELATIONSHIPS

- Work closely with the Chair, trustees and founders to steward Big Change's mission, strategy and long-term sustainability.
- Build trusted relationships with the Board, creating the conditions for openness, healthy challenge and shared accountability.
- Support trustees to remain connected to the organisation's work, learning and ambitions while fulfilling their governance responsibilities.
- Ensure Big Change operates with integrity and meets its legal, regulatory and safeguarding responsibilities as a registered charity.
- Hold oversight of organisational risk, reputation and resilience, helping the organisation navigate uncertainty with sound judgement, transparency and care.

# CANDIDATE PROFILE

## ESSENTIAL

- Proven experience of leading people and organisations strategically through complex and emergent work.
- An engaging communicator and storyteller able to unite people around a shared sense of possibility.
- A relationship builder, coalition curator, and resource mobiliser able to build trust across sectors.
- Demonstrable experience securing significant long-term funding for ambitious and complex work through strategic relationships with philanthropists, foundations, and other sources of investment.
- Shares Big Change's belief in the power of young people, intergenerational collaboration, and collective action.
- Proven, strategic contribution to organisational financial sustainability and governance.

## DESIRABLE

- Experience working across multiple sectors, disciplines or fields.
- Experience of philanthropy and funding for systems change.
- Experience working alongside young people as partners in change.
- Experience operating at board level and working with trustees.
- Lived and/or learned experience that brings additional insight into the systems affecting young people today.

## YOUR LEADERSHIP STYLE

- You create the conditions for others to thrive, contribute and lead, unlocking the potential of individuals, teams and the wider ecosystem.
- You enjoy leading teams, organisations, networks or movements through growth and change.
- You bring emotional intelligence, self-awareness and compassion, alongside the confidence to make thoughtful and sometimes difficult decisions.
- You thrive on building relationships across a wide range of contexts and communities, bringing curiosity, humility and credibility whether engaging with a major funder, a trustee, a partner or a young person shaping change.

# RECRUITMENT PROCESS

## »» STAGE 1: APPLICATION

To apply, please submit your CV and answer three application questions (maximum two pages in total) to Tanya Stevens at [tanya.stevens@alleaders.co.uk](mailto:tanya.stevens@alleaders.co.uk) by **6.00pm** on **Friday 17 July 2026**.

Candidates may choose to respond in writing or through an alternative format, such as a short video or presentation. If choosing an alternative format, please ensure your submission is no longer than 10 minutes in total.

### Questions:

1. Big Change believes that the people closest to an issue or opportunity should have a voice in tackling it. In our work, we find, support and connect an intergenerational community of changemakers to rethink and reshape the systems around young people. Tell us about a time when you led change by bringing together those directly affected by an issue to shape a solution. How did you lead the process, and what impact did it have?
2. Big Change believes that lasting change happens through relationships, collective leadership and unlocking the potential of others. How would you approach leading the organisation through its next chapter, while staying true to what makes Big Change distinctive?
3. Big Change has strong foundations: a clear strategy, an exceptional team, a trusted community and growing evidence that our approach works. What do you see as a challenge for us and why are you the right person to lead us through this?

Note: We recognise that AI tools can be helpful when preparing an application. You're welcome to use them to support your thinking and drafting process. However, we encourage you to ensure your final submission reflects your own experiences, insights and voice.

## »» STAGE 2: FIRST ROUND CONVERSATIONS

Selected candidates will be invited to take part in first-round interviews. These conversations will explore candidates' leadership approach, experience and aspirations, while creating space for candidates to learn more about Big Change and the opportunity ahead.

Interview dates: Week commencing **17 August**, **24 August** and **31 August 2026**

We will work flexibly with candidates to arrange interview times across these weeks.

# RECRUITMENT PROCESS

## »» STAGE 3: FINAL ASSESSMENT PROCESS

A shortlist of final candidates will be invited to participate in a final assessment process designed to explore how they think, collaborate and lead in practice. This stage will include opportunities to engage with trustees, team members and members of the wider Big Change community. Further details will be shared with shortlisted candidates.

Assessment day: **30 September 2026**

## »» EQUITY, DIVERSITY AND INCLUSION

At Big Change, we believe that diverse perspectives strengthen our work and lead to better outcomes for young people. We welcome applications from people of all backgrounds and are committed to creating an inclusive recruitment process where everyone has the opportunity to thrive. We know that we thrive when we can show up as ourselves.

If there is anything we can do to make the application or interview process more accessible or supportive for you, please let us know. We are committed to making reasonable adjustments and creating a recruitment experience where everyone has the opportunity to participate fully and do their best.

## »» ARE YOU INTERESTED? WE'D LOVE TO HEAR FROM YOU

If you're curious about the opportunity and would like an informal conversation before applying, we'd love to hear from you. Please contact Tanya Stevens at [tanya.stevens@alleaders.co.uk](mailto:tanya.stevens@alleaders.co.uk), our search partner at All Leaders.

**BIG  
CHANGE.**

**TOGETHER WE SPARK  
LASTING CHANGE.** ✨

