

Youth Business International

Creating lasting change for young entrepreneurs and their communities

Youth Business International (YBI)'s mission is to support young people to start, grow and sustain their businesses - enabling them to create jobs, build communities and transform lives.

Young people are critical to future economic development and key to achieving the Sustainable Development Goals.

However with 66 million unemployed youth worldwide and 145 million young workers living in poverty, this potential is not being realised.

Addressing the youth employment crisis is imperative, not only for the well-being of young people but also to ensure sustainable, inclusive growth and social cohesion globally.

Locally rooted network leading to global impact

Established in 2000, YBI brings together organisations with aligned goals to develop and scale the most effective solutions to the critical challenges facing young entrepreneurs and catalyse positive change in entrepreneurship culture.

Since 2014 we have supported **332,924 young people** by delivering a range of practical entrepreneurship support services, from guiding a young person to register a new business and improving their bookkeeping skills to helping them write a business plan or grow their fledgling business through facilitating access to finance.

YBI unlocks young people's potential and turns job seekers into job creators

Our goal is to reach 1 million young people by 2025

Our expert members

Our 50 members in 48 countries are diverse, ranging from training organisations, microfinance institutions, mentoring specialists to business associations and incubators. Locally rooted and locally led, members combine deep contextual knowledge with YBI's sector-leading global expertise and tools.



The Network effect

YBI is supported by the Network Team, based in London, UK and Bogota, Colombia. This small, passionate team are committed to equipping members with the most effective solutions to empower youth with the right tools to start and grow sustainable businesses. As a network, we learn, innovate and influence together to drive impact for young entrepreneurs and their communities.



Learn

Building impactful organisations

We deliver training and other capacity development support to facilitate learning exchanges and connect members to partners with relevant expertise.



Innovate

Developing new products and services

We convene the collective expertise of the network to identify gaps in support for young entrepreneurs and collaborate to develop solutions.



Influence

Generating and leveraging evidence

We work with members to undertake research on priority themes and use these learnings to drive change in policy and practice.

Our values and team

Our values are embedded in everything we do:

Tenacity - We won't give up until every young entrepreneur has the opportunity to succeed;

Collaboration - We work together as a team, building trust to connect and empower;

Quality - We strive to set the highest standards in youth entrepreneurship support.

You will work across the YBI Network Team and with members on a range of projects. Maintaining our reputation as a leading global network requires a highly skilled, knowledgeable, energetic team to manage our internal business functions. As a part of this diverse and talented group of individuals, you can play a vital role in Youth Business International success.

Role Overview

Job Title	Head of Innovation (Maternity cover)
Location	London (possibility to work remotely)
Term	May - December 2019
Hours	Part-time (Mon-Fri, 2.5 days per week)
Salary	£40,000 - £45,000 per annum (depending on experience)

YBI is seeking a Head of Innovation (Maternity cover) to help us deliver our ambitious strategy to deliver a step change in the number of young people accessing our products and services and, in our ability, to equip them to thrive in a digital, globalised world. This role provides an exciting opportunity to become a key member of a dynamic international NGO supporting under-served young entrepreneurs around the world.

Within YBI network Innovation can be simply defined as the application of better solutions that meet new requirements, unarticulated needs, or existing market needs. Such innovation can take place through the provision of more-effective products, processes, services, technologies, or business models.

The About YBI's Programme Delivery Team

The Programme Delivery team has three main areas of responsibilities:

1. Main delivery area for YBI's direct support to members, building member capacity in entrepreneurship training, mentoring, data management systems, and enhancing member effectiveness using digital approaches;
2. Management all YBI funded projects which includes relationships with donors, fulfilling reporting requirements and full project management; from planning and implementation through to delivery;
3. Facilitators of peer to peer learning, convening and leading practitioner communities to enable members to share learning and improve and scale their services, to support them to offer high quality and impactful learning to young entrepreneurs and harness the power of digital solutions to reach more beneficiaries with the right digital skills.

Role Purpose

This is an exciting opportunity for someone with a passion for innovation to work for a dynamic, international charity, leading and championing Innovation across the YBI Network and ensuring that staff and network members receive the support they need to ideate and develop new and innovative products and services that can have a positive impact for young entrepreneurs and be scaled on a regional and global level.

The Head of Innovation will take forward the work started in 2018 and will have the opportunity to manage exciting new projects and influence our medium and long-term strategy and approach on Innovation. You will partner with internal and external stakeholders to help create our future vision for this area and ensure that we leverage internal and external best practices to create an advantaged approach to innovation development.

We are looking for a professional who has extensive knowledge and experience in the Innovation space, demonstrating ability to find creative ways to resolve issues and to challenge the status quo and drive the benefits of adoption of innovation approaches and thinking.

Key Responsibilities

- Launch and co-ordinate the second edition of the YBI Innovation Challenge, designed to support selected YBI members in the development of innovative products and services for young entrepreneurs that have the potential to scale;
- Lead and co-ordinate the YBI Innovation Working Group, comprised of 5 staff that work closely to support innovation and embed UCD practices across the organisation;
- Champion Innovation, UCD and collaboration in the team and network more widely;
- Organise online capacity building activities on Innovation (e.g. webinars and Q&A sessions) for YBI members;
- Support YBI in the development and execution of medium and long-term Innovation strategies;
- Support the design and implementation of innovative projects, products and services across all teams, guaranteeing that principles of UCD are embedded in every stage of their development;
- Own the creation of digital content, templates and best practice guides on Innovation for the YBI Network in the Online Community that will best support members. Engage with experts in the sector to produce content where possible;

- Finalise the preparation of the first YBI Innovation Awards, to be held at our Global Summit in June, and support the Communications team in producing case studies and external materials about winners;
- Work collaboratively with our YBI Fundraising team to contribute to innovation aspects of proposals, plans and budgets;
- Support Programme Managers on all reporting requirements related to innovation.

Person specification

CRITERIA	Essential	Desirable
Knowledge & professional skills		
Degree		✓
Diploma or similar qualification or relevant experience in Innovation	✓	
Strong facilitation skills and ability to design and run workshops and online sessions (e.g. webinars)	✓	
A good understanding of non-profit organisations		✓
A good understanding of entrepreneurship support services		✓
Sector Experience		
Experience of leading and managing change across an organisation		✓
Experience including user centred design, lean startup, customer development or similar approach	✓	
Experience of designing digital content		✓
Experience in project management and delivering new products and services from concept to pilot phases	✓	
Experience of working in a network, or in circumstances with diverse and geographically distributed stakeholders		✓
Background in youth development / international development		✓
Personal skills		
Excellent English skills	✓	
Language skills, especially Spanish		✓
Excellent communicator and ability to relate to people at all organisational levels and from different cultural backgrounds	✓	
An excellent standard of written, listening and oral communication skills, including report writing and presentation skills, for a diverse range of situations and settings	✓	
Ability to demonstrate commitment to reflection, learning and improvement in practice	✓	
Ability to demonstrate initiative	✓	
Ability to act as an ambassador for YBI	✓	
Interest in YBI's vision and mission and commitment to our organisational values	✓	

How to apply

If you are interested in applying, please send your CV (maximum 2 x A4) and a covering letter to HR@youthbusiness.org. Your covering letter (maximum 2 x A4) should:

- Explain why you want this job;
- Explain how your background and experience make you a suitable candidate - please use examples of specific projects and achievements;
- Show what relevant skills and knowledge you will bring, referring to the person specification;
- Confirm you have an existing right to work in the UK (we are unable to accept applications otherwise);
- Confirm where you saw this job advertised.

Closing date: Tuesday, 23rd April at 09:30am

Interviews: w/c 29th April 2019

YBI is an equal opportunity employer and we are opposed to discrimination on any grounds. We are committed to creating a diverse environment therefore all qualified applicants will receive consideration for employment without regard to disability, race, religion, gender identity or expression, sexual orientation, age, or ethnic or national origin.

At YBI, your right to privacy and confidentiality is important to us. By applying for this job, your information will be entered into our recruitment system for YBI's employment purposes only and for no longer than one year after the post has been filled; then personal data will be disposed of in the GDPR compliant manner. We store all data securely and will not disclose it to any third parties without your consent. Please see our Data Protection Policy [here](#) to find out more.