Director of Youth Mobilisation

JOB DESCRIPTION

Contract: Permanent

Hours: Full time 37.5 hours (open to 0.8 FTE / 4 days / 30 hours per week)

Location: London / Hybrid or Remote

Salary: £70,700 FTE gross per annum. Team members on London / Hybrid contracts that come into the London office 2+ days per week receive an additional office allowance of £2,000 per annum pro rated

Reporting to: CEO

Line Management: Head of Youth, Head of Programmes, and Senior Campaigns Manager

Please note: Owing to the nature of this role, any offer of employment with Bite Back will be subject to a satisfactory enhanced DBS check (and PVG registration). Candidates must have the right to work in the UK.

Want to work in a vibrant, dynamic and youth driven organisation that is protecting children's health by transforming the food system?

Be part of the creative, agile and growing team empowering Bite Back's exceptional teenage activists. Join us as our Director of Youth Mobilisation and make a real difference to our mission to help make the food system healthier and fairer.

At Bite Back, we are committed to ensuring our staff is representative of the diverse world around us and therefore we encourage candidates with a range of lived and professional experiences to apply. We particularly welcome applications from people of colour, LGBTQ+ people and disabled people. We will use positive action under the Equality Act 2010 to appoint from these underrepresented groups if two candidates are equally qualified.

PURPOSE OF THE ROLE

The Director of Youth Mobilisation will lead Bite Back's youth-power engine: outstanding programmes and youth experiences that equip young people to challenge the food system in their schools, communities and at the highest levels of power. Their job is to make youth leadership real, build a thriving movement and ensure that young people have the skills, confidence, support and opportunities to win change across England and Scotland.

They will own the strategy, people, budgets, safeguarding and delivery of our Programmes and Youth functions, including Bite Back in Schools, Shape Your Streets, the National Youth Board, local youth action hubs, leadership development, activism, training and youth events. They will deliver ambitious, high-quality, well-run programmes against our restricted grant commitments, with child safeguarding, inclusion and young people's wellbeing at the heart of every decision. The Director will ensure Bite Back always upholds our commitment to authentic youth voice and lived experience. This means maintaining a leading, respectful and empowered approach to supporting young people to find their voice, own their story, and speak truth to power in authentic and safe ways in schools, communities, media and on the national stage. The Director will also oversee any

global youth-related projects - either supporting the participation of Bite Back activists to speak at global conferences or delivering youth trainings with partners abroad.

Working with the Director of Campaigns & Advocacy, they will build the relationships, youth insight and mobilisation infrastructure that make Bite Back's systems-change work genuinely youth-led and ready to act. That means turning school and community experience into evidence and campaigning power, connecting local victories to a bigger movement, and having well-prepared young activists ready for media and political opportunities when they arise. Working with the Deputy CEO, they will align programmes and youth activity with the annual Business Plan and Impact Framework while retaining clear authority over youth strategy, programme design and delivery, safeguarding and youth-facing decisions.

RESPONSIBILITIES

The Director of Youth Mobilisation will be accountable for:

Overall

- Setting and delivering an ambitious, integrated Programmes and Youth strategy that develops young leaders, strengthens grassroots action and expands opportunities for young people to change their food environments across England and Scotland.
- Line managing and developing the senior leaders across Programmes and Youth teams, giving them clear priorities, strong support and room to lead their specialist teams.
- Owning the directorate's plans, budgets, funded deliverables, quality, people management, youth-facing delivery and safeguarding responsibilities, making informed decisions within agreed organisational priorities and resources.
- Working in close partnership with the Director of Campaigns & Advocacy and the Deputy CEO so youth-facing delivery strengthens our influence and all teams learn from young people's experience.
- The professional execution of large scale multimillion pound programme delivery grants, insuring detailed donor reporting, communications, and financial controls
- As needed, representing Bite Back externally, aligning partners, and coordinating coalition activities, including searching out more youth-aligned partnerships
- As a member of the Leadership Team, playing a supporting role in contributing to proposal development and supporting overall fundraising efforts.

Programmes, Schools & Place-Based Power

- Setting the strategic direction and overseeing exceptional delivery and expansion of Bite Back in Schools (both in secondary and primary schools) and Shape Your Streets, giving young people meaningful power to improve the food available and marketed where they learn and live.
- Supporting schools, local authorities and community partners to enable young people to organise, influence decisions and achieve visible change, with programme approaches tailored to the different contexts of England and Scotland.
- Responsible for efficient, safe, and high impact programme delivery in Scotland
- Working closely with the Head of Policy & Research to ensure our local advocacy calls are evidence based and complement national policy objectives
- Building a clear route from individual school and local victories to replicable approaches across schools, neighbourhoods and local authorities, working with the Director of Campaigns & Advocacy on the wider political opportunities they create.
- Ensuring Programme teams gather credible, ethically collected frontline insight about school food, local food environments and young people's experiences, with clear pathways into research, campaigns and organisational learning.
- Leading excellent programme planning and delivery, managing restricted grants, outcomes, funder reporting, budgets and partner commitments in partnership with Finance & Operations, fundraising colleagues and the Deputy CEO.

- Using data, youth feedback and partner insight to strengthen quality, equity, reach, retention and the practical impact of our programmes, without losing the energy and creativity that make them distinctly Bite Back.

Youth Leadership, Activism & Mobilisation

- Leading Bite Back's approach to youth leadership, training, engagement and activism, including the National Youth Board, local action hubs and meaningful routes for young people to shape organisational decisions.
- Designing outstanding training and development that builds young people's confidence, knowledge, campaigning skills and ability to challenge powerful decision-makers.
- Remaining informed about evolving food policy landscape, Bite Back's policy objectives, and the legislative windows of opportunity to be able to work with other teams to support and prepare Youth Board members ahead of high profile media and parliamentary opportunities
- Building progression pathways that take young people from their first Bite Back experience into sustained activism, peer leadership, national campaigning and wider youth governance.
- Developing and maintaining a connected, diverse and ready-to-activate network of trained young campaigners, with clear processes for safe and timely participation in media, research, political meetings and major campaigning moments.
- Working with the Director of Campaigns & Advocacy on the timing and design of campaign opportunities and digital mobilisation, while owning young people's recruitment, preparation, consent, support, wellbeing and ongoing relationships.
- Creating meaningful feedback loops so young people shape our programmes, campaigns, brand, organisational strategy and governance, and can see what changed because they spoke up.
- Overseeing all global youth-related projects to support Bite Back activists to participate in global conferences or supporting the delivery of youth trainings with partners abroad.

Events & Youth Experiences

- Owning the proactive design and delivery of Bite Back's youth-facing events and experiences, from school and local activations to celebrations, training residentials, regional gatherings and major national youth summits.
- Setting high standards for event accessibility, logistics, staffing, travel, risk management, safeguarding and participant experience, including evening, weekend and overnight activities.
- Using events to build relationships, skills, belonging and momentum for sustained youth action, with a clear purpose and next step beyond the event itself.
- For press, political and campaign-facing events, agreeing responsibilities with the Director of Campaigns & Advocacy: Youth Mobilisation owns the youth experience and safeguarding; Campaigns & Advocacy owns influencing goals, campaign messaging and media strategy.

Safeguarding, Inclusion & Youth Wellbeing

- Holding senior accountability for safe, ethical, inclusive youth-facing delivery, working within Bite Back's safeguarding governance arrangements and closely with the designated safeguarding lead.
- Ensuring excellent safeguarding practice, staff training, supervision, appropriate consent, reporting and escalation across schools, community activity, digital spaces, media engagement, residentials and delivery partners.
- Championing equitable access and meaningful leadership for young people most affected by food injustice, actively removing barriers to participation and challenging tokenism.
- Protecting young people's right to participate on their own terms by leveraging authority to raise safeguarding concerns, challenge unsafe requests and pause youth involvement when needed.

Integration, Impact & Organisational Leadership

- Working with the Deputy CEO on the annual Business Plan, shared resourcing, cross-directorate planning and strategic trade-offs, while retaining ownership of programme and youth delivery decisions.
- Working with the Impact & Evaluation Manager to demonstrate programme quality, youth development, local change and the contribution of grassroots power to wider systems change against the Impact Framework.
- Bringing school and community insights, youth stories, emerging local wins and mobilisation capacity into regular planning with research, campaigns, digital, public affairs and brand colleagues.
- Helping shape ambitious, deliverable funding proposals and steward programme funders and partners in collaboration with the fundraising team and CEO, who retains overall accountability for fundraising.
- Building an ambitious and supportive directorate culture, with clear accountability, capable managers and young people treated as partners in shaping change.

SKILLS AND EXPERIENCE

We will be looking for applications that demonstrate experience in at least some of these areas, and evidence of capacity to build skills in others. Please don't be put off applying for one of our jobs because you can't demonstrate every skill. If you're passionate about our mission and bring the core experience we need, we would love to hear from you.

The ideal candidate would have the following experience and qualities:

- Significant experience leading youth programmes, education, participation, community organising or place-based work that delivers meaningful outcomes for young people.
- Strong safeguarding knowledge and experience providing senior leadership for safe, ethical and inclusive work with children and young people, including events, media and online activity.
- Best in class youth facilitator & trainer who can energise, inspire and mobilise both small and large groups of young people.
- A record of developing and delivering high-quality funded programmes, with sound budgeting, restricted grant management, monitoring and reporting.
- Experience building youth leadership and activism pathways that move beyond consultation to real agency, confidence, participation and influence.
- Proven experience running complex, high-quality youth events and experiences, including residentials, major gatherings and the practical management of risk and safeguarding.
- A strong understanding of schools, communities and local authorities, and an appreciation of the different delivery and policy contexts across England and Scotland.
- Experience developing partnerships with schools, youth organisations, community groups, local authorities and funders in ways that support young people to lead.
- Excellent people leadership, including leading managers and regional or distributed teams, setting high standards and giving colleagues autonomy to deliver.
- The ability to turn frontline learning, programme data and young people's feedback into better delivery and useful evidence for campaigning and policy colleagues.
- Confidence working alongside creative campaigners and political advocates, combining responsiveness and ambition with firm safeguarding judgement and thoughtful preparation of young activists.
- Experience working with young people from under represented groups or in local communities of higher deprivation
- A passion for our mission and a commitment to our values: Fresh, Resilient, Respectful, Energetic, Real, alongside a deep commitment to youth power, diversity, equity, inclusion, and belonging (DEIB)

You will be able to show the following qualities:

- A bold and open mind: you believe young people can change the system and think creatively about how to make it happen.
- A level head: you combine energy with excellent judgement, especially when young people's wellbeing is at stake.
- A sense of humour: you know brilliant youth work should be joyful as well as purposeful.
- Generous leadership: you build trust, develop people and work across teams without protecting turf.
- Creativity: you make training, programmes and activism engaging, inclusive and memorable.
- Resilience: a setback will not set you back.

WORKING ARRANGEMENTS, TRAVEL & BENEFITS

Location & Working Rhythms
Office-based colleagues are expected to be in our London HQ at least two days per week. Remote colleagues are occasionally required to travel to our London HQ for team days, in addition to some in-person Leadership Team meetings (travel expenses paid).

Travel & External Representation
There are travel and representational requirements associated with this role to support internal governance, team cohesion, and youth mobilisation across the UK. While not exhaustive, expectations include driving in-person engagement at monthly London team days and executive sessions (LT/ELT), alongside representing Bite Back at major youth events, residentials, regional hubs, partner gatherings, funder stewardship meetings, and key campaign activations (including overnight stays). This is a frontline leadership role requiring regular travel across our UK regional delivery hubs (estimated at 10-15% of working time per month). The Director of Youth Mobilisation is expected to provide mandatory, in-person senior leadership and safeguarding oversight across all major youth residentials, campaign summits, and flagship events, including scheduled evening and weekend commitments. To protect team wellbeing, prevent burnout, and ensure statutory rest, scheduled weekend delivery and youth residentials qualify for structured rest breaks and mandatory post-event recovery days in line with Bite Back's TOIL Policy & Procedure."

Benefits Package
- 30 days annual leave + public holidays
- Strong wellbeing culture with "End of Year Shutdown" and "August Summer Half-Day Fridays"
- Flexible & hybrid working environment
- Enhanced sick pay & enhanced parental policies
- 5% employer pension contribution
- Cycle to Work Scheme

How to apply

Please apply with a CV and a statement answering the following five questions:

1. Describe an experience of leading a large-scale youth programme, education, or community organising initiative. How did you ensure young people had genuine agency and leadership through the design, development and delivery of the activity? (400 words)

2. This role requires senior oversight of safeguarding across complex environments like schools, community activities, and high-profile residentials or media events. Give an

example of how you have balanced empowering young people with maintaining rigorous safeguarding standards and supporting participant wellbeing? Elaborate on your own safeguarding expertise and training. (400 words)

3. Bite Back residentials and events are at the creative heart of what we do. The Director of Youth Mobilisation will be the senior leader with oversight of major youth events that provide safe, creative, fun, inspiring, and empowering spaces and experiences for thousands of young people. Describe a specific youth event where you led the design, preparation, and facilitation of the full event management. What specifically did you do to ensure youth voice, wellbeing & priorities remain at the center of all planning? (400 words)

4. The Director of Youth Mobilisation oversees large-scale, multimillion-pound programme delivery grants and rigorous donor reporting. Can you share an example of how you have successfully managed complex restricted grants, budgets, and funder relationships while maintaining financial controls? (300 words)

5. Bite Back delivers programmes across diverse contexts in both England and Scotland. How have you previously worked with school leaders, students, parents, and local communities in underserved areas, and adapted your approach to support young people experiencing complex life circumstances or higher needs? (300 words)

Timelines

This role is being recruited on a rolling basis with an initial deadline of midnight Sunday 29th November 2026 with shortlisting being done on an on-going basis. If we are unable to appoint a candidate by mid-December, we will keep recruitment open through January 2027.

- **Applications close:** midnight Sunday 29th November 2026
- **First stage interviews (via Google Meet):** Thursday 3rd and Friday 4th December 2026
- **Second interviews (in-person, London, Fivefields office)**: Friday 11th December 2026

If you are in receipt of means tested benefits and cost is a barrier to attending a London based interview, please let us know and we can help with booking your travel.

We will share the themes of our interview questions in advance as part of our commitment to being as inclusive and fair as possible. This gives everyone the same opportunity to understand the topics we will cover and to feel confident in the conversation. Please let us know if you require any additional support or reasonable adjustments for the application, or interviews. We really want our process to be as accessible as possible.

If you have any questions about the role or the application process, do contact us on recruitment@biteback2030.com and we'll be happy to help. Please don't send your application to this address. We will only accept applications submitted via the charityjob website. Applications will be handled in line with our Recruitment Privacy Policy.

A note on AI and your application

At Bite Back, we want to hear from you; your authentic voice, your lived experience, and what drives you to fight for a fairer food system. We recognise that AI tools can be helpful when crafting a job application, whether that's structuring your thoughts, checking your spelling, or refining draft text. However, if you rely too heavily on AI, you risk losing what makes your application stand out. AI tends to generate generic responses that look and sound like everyone else's, obscuring from us

the unique perspectives and values you could bring to the role. We want to get to know the real human behind the application. To match that commitment on our side our hiring team does not use AI to review applications, shortlist candidates, or make any hiring decisions.

We are a team of actual humans reading your application with care. Give us the chance to hear your genuine story, your values, and your true voice!