



Youth & Community Lead



Hello!

Are you passionate about empowering young people and building stronger communities? Inspire is recruiting for a Youth & Community Lead to lead, coordinate and deliver Inspire's youth and community work across multiple locations.

You will manage a dedicated team, embed our youth work framework, and ensure programmes are co-designed, delivered and evaluated to the highest standards. This strategic role involves people management, partnership building, budget oversight and safeguarding leadership.

At Inspire, our work is guided by three core values: Always Together; Nature Growth and Positive Presence. We celebrate wins, learn fast from setbacks and grow stronger together. We value integrity, inclusivity, and active listening and we involve young people in shaping our services.

Our Mission

Inspire is a charity dedicated to helping young people discover their purpose and fulfil their potential. In 2024, over 7,000 young people turned to us for support, guidance, and opportunities.

Our mission is rooted in the belief that every young person deserves the chance to lead a confident and fulfilling life. That's why we focus on all aspects of wellbeing—mental, physical, emotional, and social—to equip young people with the tools and guidance they need to succeed.

To make that all possible, we have an eclectic mix of brilliant people working to do great things for others. We're committed to creating a supportive working environment where both our team and the young people we serve can thrive. We hope this pack gives you a better understanding of who we are!





The role



Title: Youth & Community Lead

Reports to: Head of Services

Area: You will work across all centres (Ipswich, Hadleigh and Lowestoft)

Contract: Permanent

Salary: £26,369 - £32,238

Hours of Work: Full-time (30 to 37.5 hours per week)

The postholder will be required to work some evenings and, when necessary, weekends.

Driver's license and car is essential

Key responsibilities

Leadership and Line Management:

Provide effective line management to Project Coordinators and Youth and Community Practitioners, ensuring consistent, high-quality delivery, individual and team development, and an aligned, values-led team culture. Carry out structured 1:1 meetings, leadership, performance oversight, managing attendance, absence and annual leave. Overall responsibility for recruitment, retention and development of staff and volunteers within the team. Support the induction, training and development of staff and volunteers, ensuring they have the skills and knowledge to fulfil the requirement of the role. Lead and develop the staff and volunteer team to encourage effective communication, setting objectives, initiating work plans and helping to create a positive team spirit through regular team meetings.

Finance & Reporting:

Oversee project budgets and reporting processes, ensuring accurate monitoring, financial accountability and clear demonstration of impact to funders and stakeholders. Sign off on project-level spend and resource allocation within agreed budgets.

Programme Development & Delivery:

Oversee and lead the design and oversight of inclusive, co-produced youth programmes that are consistently planned, delivered, and evaluated in line with Inspire's Youth Work Framework. This includes our open access sessions (including sport), school-based activities, holiday club programmes, targeted 1-2-1 support and outreach/detached youth work.

Stakeholder Engagement:

Build strong partnerships with young people, community stakeholders and networks to champion youth voice and collaborative service design.

Safeguarding:

Ensure all youth engagement activities uphold the highest safeguarding standards. Take personal responsibility for the understanding and application of the Inspire Safeguarding Practice and Values of the organisation.

The person profile



We're looking for someone to join our team and help drive our work with young people forwards - does this sound like you?

Essential:

- Proven experience in people management and overseeing projects.
- Proven experience in leading, shaping and delivering youth work across multiple locations, ensuring consistency, quality and local responsiveness.
- Demonstrated ability to lead, support and develop staff teams, including line management, coaching and performance oversight.
- Solid understanding of safeguarding responsibilities and delivering services in line with organisational policies.
- Strong understanding of participation principles, youth voice, and co-production.
- Experience facilitating workshops and creating inclusive, empowering spaces for young people.
- Excellent interpersonal and communication skills, with the ability to build trust and rapport within its key relationships.
- Strong project management and organisational skills, including planning, monitoring and reporting.
- This role requires evening work and the possibility of weekend work.
- Driver's license and access to a car

Desirable:

- Experience working with marginalised or underrepresented groups.
- Familiarity with policymaking, advocacy, or influencing decision-making bodies.
- Relevant qualification in youth work, education, or community engagement.

The benefits

Join our fantastic team at Inspire and enjoy a range of benefits to enhance your own well-being, improve your work-life balance and most importantly make a difference to the lives of the young people we work with. Here is what makes us a great place to work:

Career development:

We invest in your future with access to training and opportunities for career advancement within the organisation.

Your birthday off!

After one year's service you will be awarded an additional day's leave to celebrate your birthday so you can enjoy your special day without having to worry about work.

Gifted leave:

We understand the importance of quality time with loved ones and that is why we gift additional annual leave over the Christmas period to staff, allowing you to fully enjoy the festive break.

Annual leave & Pension contributions accrual:

We recognise and reward your commitment. The longer you stay, the more annual leave and pension contributions you will accrue because loyalty deserves to be celebrated.

Childcare support:

We understand and recognise the importance of family and that's why we offer your children free places (aged between 5-11 years) at our holiday clubs, making it easier for you to balance your work and family life;

Uniform:

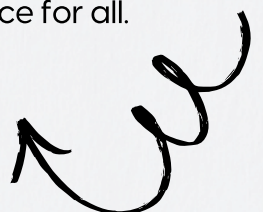
We make sure you feel part of the team with a professional, high quality uniform provided at no cost to you.

Free parking:

Enjoy the convenience of free car parking at all of our sites;

We believe in equality, diversity and inclusion. We are committed to welcoming, respecting and valuing people for who they are as individuals, learning from their differences, embracing their uniqueness, and providing a positive workplace for all.

Apply today as you will be making a real difference every day.



How to apply

If you have the right skills and experience to fulfil this role, we'd love to hear from you! Inspire is committed to creating an inclusive and equitable workplace and we warmly welcome applications from individuals of all backgrounds.

Applications to be submitted via Indeed with a covering letter and full CV. Closing dates for applications is Friday, 2nd January 2026. Interviews will be held mid-late January 2026.

We review every application carefully and, if we consider your profile a good match, we will contact you to invite you to take part in the interview process. The first part of the interview process will be a telephone interview and the second part of the process will be in the form of a formal interview including a session with young people.

Shortlisting and interviews will take place while the advertisement is live, which may mean the position is closed early if suitable candidates are found.



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