



Community power in grant making

12-MONTH PAID JOB AND
PROFESSIONAL DEVELOPMENT
PROGRAMME

2027



Marcella & Anna, The National Lottery
Community Fund

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My personal
and professional
experience...
is valued and I
am encouraged
to share my
insights in
decision-making
conversations.

— Maeve, BBC Children in Need



Welcome

The grant-giving and social investment sector is responsible for providing £12.9bn of funding each year, to people and organisations to help them run projects that positively impact the community.

It's a sector that is good at speaking about and tackling social inequality, and the value of all people in bringing about social change. But it's also a sector that recognises the need to hire and develop people with more diverse perspectives who have lived or worked in the kind of communities they seek to help.

And so 2027 exists as a programme to achieve this: to hire, develop and support anybody passionate about forging a career that helps them serve communities through grant-giving, and has some lived experience of being "working-class" and working in the community. If you're looking to develop a career with more influence on enacting change, this could be the opportunity for you.



Jaden, Paul Hamlyn Foundation

What is 2027?

At the heart of 2027 is a paid 12-month job at a leading foundation, trust or social investment organisation. A foundation or trust is a grant-making organisation, that provides funding to give to other individuals or organisations, to enable them to run projects that positively impact the community.

As part of the programme, you'll be employed full time in a grant-making or related role, with one of our dynamic host Foundations, Trust or Social Investment organisations across the UK. You'll deliver brilliant work to improve the communities they serve whilst receiving a salary over the year of up to £25,000.

Alongside your placement you will take part in an acclaimed development programme, through which you will work with each other and partner organisations, on your own development and leadership in the context of the grant-making sector. The programme focuses on the self, the sector and community. It is designed to support you not only to translate all your experience and ability into performing in your new job, but also to help you understand, explore and ultimately be part of changing the funding sector.

This blend of training, networking and on-the-job experience will mean that, at the end of the 12-month programme you will have the experience and skills you need to prepare for a decision-making position in a foundation or trust to influence real change in communities.

The job

UP TO £25,000

In your new job in grant-making, you could be managing part of your organisation's grant portfolio and working to find fantastic community partners for your host organisation to work with and provide funding for their projects. You'll be keeping the trustee board updated on the foundation's portfolio, and could even be making funding recommendations

You could be working with your foundation's funder, to inspire their employees about the foundation's work to fund community projects and partners. You will also be responsible for ensuring the foundation meets all relevant legislative and compliance requirements and will represent the foundation externally and apply learning from outside to your work at the foundation. Each job is slightly different and we'll work with you to ensure a good fit for your development.



No two days are the same. I read end of year reports from grantees, send and respond to emails, organise meetings with projects and team members, conduct set up calls with grantees, arrange and attend project visits, attend regional and national team meetings, contribute to decision meetings, volunteer at outside broadcast events, which includes looking after Pudsey, attend networking events and training sessions to enhance my knowledge of the organisation, stretch my thinking, support and encourage others. I laugh, cry and have lots of tea and talks!

— 2027 Associate

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Right from the recruitment process all through to our final research project, it's all been authentic and developmental in every sense of the word. As part of the inaugural cohort of ten, we attend training one day a month for 10 months, and two residential training sessions in the remaining two months. We have been paired up with each other to learn about and be a coach, and we each have a professional mentor. If I had to pick one best part, mentorship would be it. I've known the importance and necessity of having a mentor but just never figured out how to go about getting one. My mentor is always available to speak with me and offers words of guidance and wisdom as I navigate my first year in the grant-making sector.

— Yvonne, Esmee Fairbairn



PROFESSIONAL DEVELOPMENT

As part of your job, you'll undergo an extensive professional development programme led by industry experts. The programme will comprise a mix of group and self-directed learning, coaching, mentoring and peer support spaces. It will be facilitated by leaders across the sector and run by a specialist organisation that exists to develop people working in social change. Specifically you'll gain access to:

- A programme coach to connect with you, supporting you on your journey through your new job and development programme.
- A mentor with expert experience in the grant-making sector to give you support and guidance thinking about opportunities over the course of the year.
- A peer coach, so you can develop your own coaching skills and gain support to tackle challenges and explore opportunities with someone else taking part in the programme.
- Facilitated group sessions, to give you training and insight to help you grow your knowledge of the grant-making sector and develop new skills for your career growth.
- Networking, and opportunities to build relationships with like-minded people and key leaders in the sector, to build your profile, knowledge and skills.

CAREER PROGRESSION

At the end of the 12-month programme you will have the experience and skills you need to prepare for a decision-making position in a foundation or trust to influence real change in communities

Who are we looking for?

We're looking for people who:

- ◆ are passionate about serving communities and interested in taking the next step in your career, to work towards developing your influence in deciding how funding is spent.
- ◆ have at least 2 years of experience working directly in the community in any frontline position, whether in a job or as a volunteer. You might, for example, be a teaching assistant, nurse practitioner, PCSO, community worker or volunteer, young offending panelist or any similar role where you have direct contact with your community.
- ◆ self identify as being from a working-class community, because we want you to bring that lived experience to the job.

There's a few things we think will be really important to your success on the programme so we'll look for you to be able to show these through our assessment process

- ◆ Community and customer focus
- ◆ Communicate with impact
- ◆ Build positive relationships
- ◆ Resilient
- ◆ Results driven
- ◆ Innovative and entrepreneurial
- ◆ Adaptable
- ◆ Commitment to personal development

Please note that if you don't quite meet the criteria, we can make exceptions on a case by case basis. If you do not meet the eligibility criteria but believe we should consider your application please email 2027@koreo.co or call 020 3620 5252.

Apply

To learn more and apply visit
<http://2027.org.uk>

Should you have any questions
regarding the programme, please
email 2027@koreo.co



[Working at a foundation or trust] is a great opportunity to develop your critical reasoning skills, network and form common bonds with people wanting to make a difference or have a job with some sort of meaning. [A particularly] memorable time was when the cohort met with a community in inner London. That moment stood out because we, as a group became 10 consultants, de-mystifying and opening up the grant-making landscape to them. There had been some barriers put in the way of the community carrying out the developments they wanted to see happen and we felt we helped remove some of those long-standing barriers that very day.

— Reemer, National Lottery Community Fund



Folasade, Cloudeley

2027 is the result of a collaboration between five of the UK's leading social change organisations' and leaders': Charityworks, Koreo, Ten Years' Time, Ruth Ibegbuna, Founder of Northern Soul and Baljeet Sandhu, 2014 Clore Social Fellow and Fellow of the Tsai Centre for Innovative Thinking at Yale.

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www.2027.org.uk