THE PRUDENCE TRUST

The Prudence Trust is a grant-making charity, established in 2020 by our founder Prue MacLeod, investing in the advancement of young people’s mental health services and research in the UK.

Our vision is for a world where no young person is defined by their mental illness and where they have access to the personalized support they need, at the right time. We want to be part of the solution that successfully advances better mental health for all young people.

We invest in research and services that prevent and treat mental illness in young people, with a specific focus on the prevention of and early intervention in anxiety and depression for 11-25 year olds. We are interested in non-clinical approaches and building a stronger evidence base for what is effective. We believe in scaling solutions which are proven and in enabling all young people can access support.

We award grants of approximately £8m a year. Grants are to youth, mental health and community charities working on the frontline with young people and universities and institutes to research better treatments for mental ill health.

Our strategic aims over the next decade are:

1. Develop young people’s resilience and tools to cope with life’s challenges
2. Improve young people’s access to support
3. Build the evidence for what works to prevent and treat young people’s poor mental health.

It is our intention to make a long-term impact to young people in the UK.
WHAT THIS ROLE WILL BRING

This is an important outward-facing role for the Prudence Trust. The key purpose is to lead on engaging with the issues, policies and organisations in children and young people’s mental health which will inform the trust’s grant-making and widen our impact.

You will be leading on our aim to strengthen the broader young people’s mental health sector, through listening, convening and sharing our findings. This is a new role which will contribute to the Prudence Trust’s advocacy and leadership role in children and young people’s mental health.

Reporting to the Director, this is a chance to join a charity in its early years, to shape the impact we make in the sector and to be show your leadership in an area you are passionate about.

Success in the job will be:

1. You will build close relationships with a wide range of organisations within the sector including grantees, think-tanks, other funders and policy makers. Through this, you will develop an understanding of funding needs, policy positions and other funders’ priorities which will feed into defining the foundation’s grant-rounds and, where appropriate, joining with other funders.

2. You will ensure that both formal research and insights from the voluntary sector play a key part in setting our strategy, designing grant-rounds and evaluating the impact of our work. You will be researching key areas of interest, interrogating the evidence base as well as evaluations and insights from frontline charities. You will synthesize the research to create briefing papers and presentations for the Head of Grants and Director and Trustees to ensure our grant-making is as responsive and effective as possible.

3. You will lead on convening sector experts and our grantees on relevant areas of policy and practice. The purpose is to create better dialogue; to bring experts together on key policy issues; and to share learnings and best practice. Critically these gatherings will bring together researchers and frontline charities, as well as policy-makers.

4. You will be sharing our insights with grantees, other funders and policy makers through attending roundtables/conferences and representing the Trust in wider sector activities.

5. You will lead on communicating the insights from our grants on our website and via social media if appropriate to raise the profile of our grantees’ work and, over time, the Prudence Trust’s work.

6. You will manage existing grants to think-tanks and policy organisations (such as the Education Policy Institute, Centre for Young Lives, Coalition for Children & Young People’s Mental Health) and lead on the strategic commissioning of further research. You will ensure that we maximise the dissemination of the work we commission and fund.

7. You will work with our Advisory Panel and informal advisers to harness their input to inform our thinking on grants, assessing potential grants and monitoring of grants.

8. You will build strong, effective relationships with our trustees, advisory panel members and youth advisors.
WHY JOIN THE PRUDENCE TRUST

- To work on issues that matter to you, where you can make a real contribution and lead change.
- Work with an engaged group of trustees and with some of the top experts in the field of mental health and youth work.
- A competitive salary of £65-70,000 dependant on experience.
- Flexible hours – we will consider full-time or part-time (25-35 hours), arranged to suit the candidate’s other commitments. We are an employer who embraces flexible working and is happy to look at an arrangement which suits your life.
- A friendly and human working environment where you feel valued and which helps you develop your experience and demonstrate leadership.
- An employer who is committed to helping you build your knowledge and expertise, and the opportunity for growth and progression.
- Pension with employer contributions.
- 25 days holiday a year, with the opportunity to buy an extra 2 week’s additional annual leave each year. Three additional days off gifted between Christmas and New Year.
- Work from our lovely offices in W1, with the option of up to 25% of your hours home-working.
- We are an equal opportunity employer and value diversity. All employment is decided on the basis of qualifications, merit and business need.

OUR VALUES

We seek to live our values in every aspect of our work and are looking for new members of the team who believe in working in these ways. We aim to be:

- **Open** – we are friendly and transparent and we like to keep things simple.
- **Trusting** – we are looking for partnerships with effective management who we can trust to deliver their plan, but we are flexible because we know that things change.
- **Involved** – we are inspired by seeing the impact of the work you are doing, learning from experts and those on the frontline. We are interested in helping organisations at pivotal moments to progress.
- **Long-term** – we want to build long-term partnership and know that change often takes a long-time to bring out. We want to support activities and organisations which are sustainable.
- **Risk-taking** – we are not limited by what others are doing or what has worked in the past. We are looking for innovative new approaches to society’s long-standing problems.
WHAT WE ARE LOOKING FOR

1. At least 10 years’ experience in the mental health or youth sectors. Experience in a grant-making organisation is beneficial but not required.
2. An exceptional relationship builder. You will enjoy having a regular dialogue with leaders in the sector, other funders and policy makers. You must be comfortable working with all parts of our network, which includes young people, frontline service organisations, universities, funders and policy makers.
3. Very strong communication skills. Proven writing and presentation skills including the ability to write concise and easy-to-read briefings, develop any positions on policy and synthesize complex information which you can convey simply.
4. Experience of organizing a variety of meetings, roundtables and events including creating the format and content, defining guests, briefing participants and confidently chairing and leading sessions.
5. Extensive experience of managing relationships with advisors and board members, involving them as appropriate and engaging them with their roles.
6. Instinctively collaborative and collegiate. You can demonstrate that you work well with others, always seeking ways to understand and contribute to the joint task.
7. Ability to spot opportunities in the policy environment and respond quickly to the needs of the sector.
8. Self-motivated and reliable, with the ability to thrive in, and contribute to, a small team. You must be responsive to others’ needs and enjoy adapting to changing situations.
9. Proven IT skills, including strong presentation-making skills
10. Positive energy with a flexible, can-do attitude.
11. Keen to learn and develop personally and professionally.
12. Enthusiasm for the activities undertaken by the Prudence Trust.

TIMETABLE

Applications are welcome from 1 July. The deadline for applications is Wednesday 17th July at 5pm. If you meet the criteria set out above, please send a CV of no more than 2 sides and a succinct supporting statement of a maximum of 300 words on why you would like this role and what your experience would offer. These should be emailed to hello@theprudencetrust.org

Interviews with Director and Head of Grants – w/c 22 July or 29 July

Final interview with Director & one of our trustees – From w/c 29 July or during early August, dates to be agreed dependant on holidays

We will respond to all applicants with the outcome of the recruitment process.

Thank you for putting yourself forward to be part of our growing team with ambitions to make a major impact on the mental health of young people.