

Grants Officer (Essex)

**12-month contract (0.6 FTE / 22.5
hours per week)**



**Application Pack
March 2026**

www.jackpetcheyfoundation.org.uk

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Foreword



I'm delighted that you're considering joining the Jack Petchey Foundation team!

Working at the Foundation isn't the same as having just any job. We're a Foundation focused on positivity, on making a difference, and on helping young people to believe in themselves and be the best that they can be. These are the things that make coming in to work a joy for me and for our wonderful team.

Sir Jack Petchey CBE established the Foundation in 1999, and was immensely proud of all that we achieved. We have grown from humble beginnings in East London, to investing around £11m each year in grants and programmes for schools and youth organisations across London and Essex. We are an ambitious charity that strives to do the best for the young people we serve, to make a positive difference to their lives – by providing them with opportunities and by celebrating their successes. Sir Jack's saying "if you think you can, you can" epitomises our belief that anyone can achieve their dreams if they put their mind to it!

Our team is skilled, fun, inclusive, welcoming and supportive – and we strongly aspire to reflect the wonderful diversity of the communities we serve. We very much welcome applications from people from Black, Asian and minority ethnic backgrounds, as well as people with disabilities who are currently underrepresented in our team.

If you like the sound of this role, we'd love you to apply! We promise you a positive interview experience and a warm welcome when you arrive.

With all good wishes,

Gemma

Gemma Juma
Chief Executive Officer



About Us

About the Foundation

The Jack Petchey Foundation (JPF) is a dynamic organisation established in 1999 by Sir Jack Petchey CBE to inspire and motivate young people and recognise them for their achievements. The Foundation has invested over £180 million in young people across London and Essex.

This is an exciting role in the Grants team, supporting us to deliver our three-year strategic plan and review and improve our small grants programme, to ensure that as a funder, we are in the best position to enable young people across London and Essex to be recognised for their achievements and supported to be the best they can be.

Our Strategy

Our Strategy for 2025-2027 is driven by our **Mission, Vision** and **Belief**. The Foundation's **Belief** is that society benefits when young people are valued and given opportunities to develop and realise their potential. Our **Vision** is for a future where every young person is celebrated and realises their potential. Finally, our **Mission** is to provide opportunities for young people across London and Essex to build their skills, their confidence and their voice so they can fulfil their potential and have a positive impact on society.

Learn more about our strategy on our [website here](#).

Our Five Strategic Aims are:

- 1 Increase impact** – We will invest more in what we know works and has a significant positive impact on young people.
- 2 Maximise reach** – We will reach more young people who do not currently benefit from our programmes, prioritising outreach to areas and groups with the greatest need.
- 3 Streamline processes** – We will work in an agile way, continuously adapting to improve our efficiency, improve grantee experience and use the Foundation's resources as effectively as possible in order to benefit more young people.
- 4 Remain relevant for young people and the youth sector** – Young people and organisations will engage with JPF programmes and opportunities and we will use data, research and youth voice to inform our work.
- 5 Harness the potential of our network** – We will amplify youth voices, connect the youth sector and use our data to influence decision-makers and contribute positively to society.

Our Values

The Jack Petchey Foundation's values stem from Sir Jack's own. Our staff embody these values in our day-to-day work and they are central to all that we do. We seek to:

- **Inspire** and raise the **aspirations** of young people.
- Affirm, reward and **celebrate achievement**.
- **Value young people** and those who work with them, **advocating their views** and putting young **peoples' voices** at the centre of our work.
- Develop young people's **confidence, motivating** them to take on new **challenges** and to **believe in themselves**.
- Be **positive** and promote a **positive** perspective on life.
- Be **inclusive**, working at **grass roots** and building **communities**.
- Promote a culture of '**giving something back**'.
- Strive for **excellence** in our work.

Our Programmes

Our flagship programme is the Jack Petchey Achievement Award Scheme, which runs in grassroots youth clubs, youth organisations, secondary schools and uniformed organisations across London and Essex. The programme celebrates young people's achievements, and awards a small grant of £300 to the organisations they belong to for the young person to decide how to spend.

We run several other grant schemes which recognise grassroots youth workers and school staff, and provide additional opportunities for the young people they work with. These include our Leader Award Grants, Educational Visits Grants, Individual Grants for Volunteering, our Environmental Award and the Jack Petchey Internship Scheme. We also work closely with a range of partners to deliver a range of outstanding opportunities and competitions for young people in areas ranging from dance to singing, science to sport, maths to public speaking and more!

Celebration events are a major part of what we do, as we inspire and motivate young people, celebrate their successes and raise their aspirations. As a member of the Jack Petchey Foundation team, you will have the opportunity to attend and get involved in events across London and Essex.





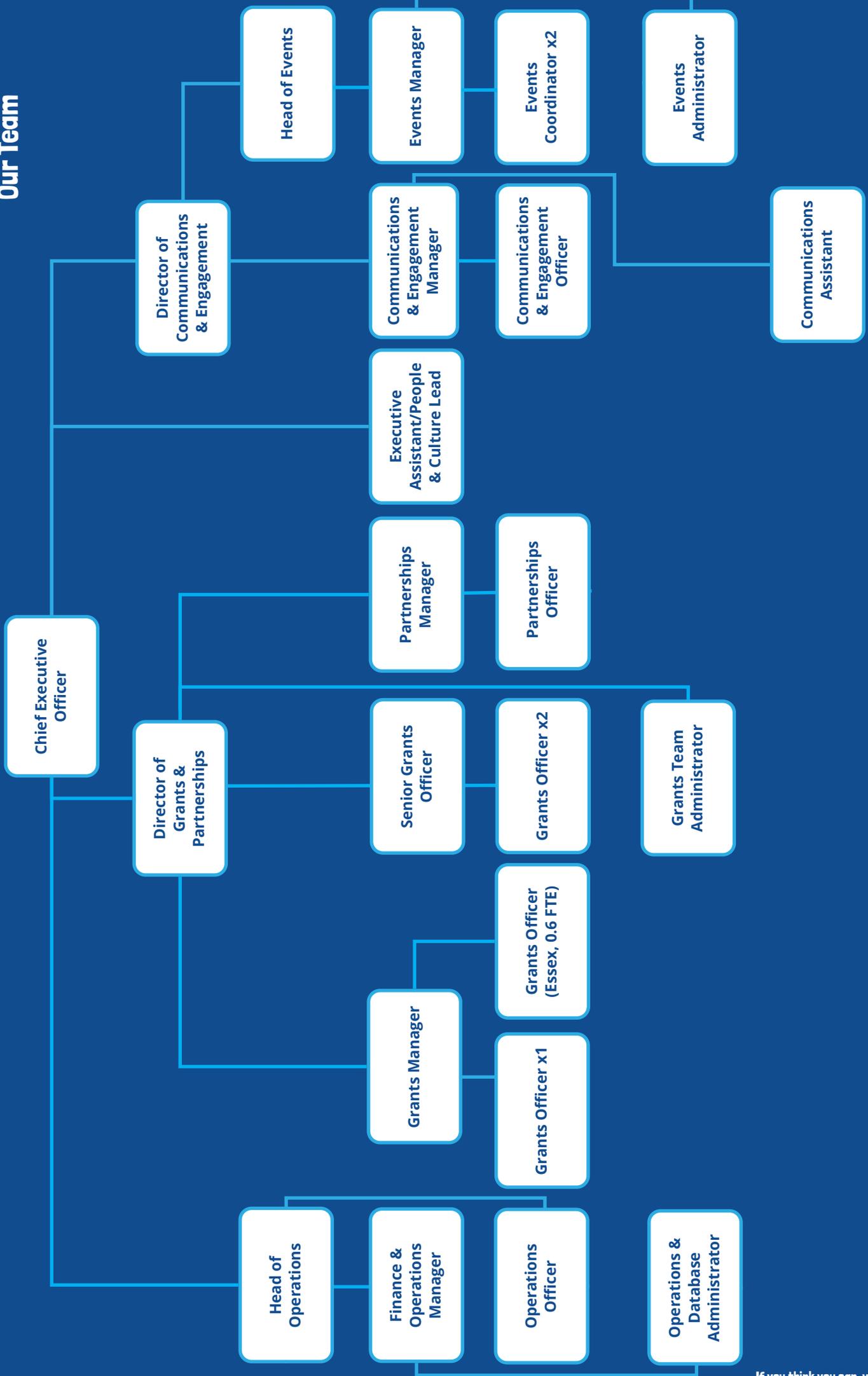
**JackPetchey
Foundation**
Inspire • Motivate • Achieve 78 YEARS



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Our Team



The Opportunity

Job Title	Reports to
Grants Officer (Essex)	Grants Manager
12-month contract (0.6 FTE)	Location
	Canary Wharf, E14 8JJ
	The post requires a minimum one day per week in the office under our Hybrid Working Policy

About the Role

The primary focus of the Grants Officer is to support schools and youth organisations to operate the Jack Petchey Achievement Award scheme effectively and to promote, grow and deliver this and other Jack Petchey Foundation (JPF) grant programmes across London and Essex. This role will be responsible for Districts across Essex and act as the lead for specific uniform groups who deliver their activities in Essex.

This is a new role created following a recent restructure of the Grants team. It is offered initially as a 12-month contract (0.6 FTE / 22.5 hours per week) to support the growth of our Achievement Award scheme across Essex, with the potential of an extension, following review and subject to available funding. The working days and working pattern will be discussed with the successful candidate, however, it is worth noting the role will require evening and weekend work, so we are seeking someone who can be work flexibly.

The Achievement Award Scheme is the Jack Petchey Foundation's flagship programme, with more than 2,000 schemes being operated in more than 1,400 schools, colleges and youth organisations across London and Essex. Through the programme, we invest millions of pounds each year to support young people and youth work. This is an amazing chance for you to have a big impact across a large number of organisations.

The Achievement Award Scheme enables schools, colleges and youth organisations to recognise, reward and celebrate young people's achievements. At the Jack Petchey Foundation, we are passionate about encouraging young people to raise their aspirations, believe in themselves and make a positive contribution to society. Our Achievement Awards are designed to recognise a wide range of achievement, not just those achieving academically but are also aimed at young people who are 'doing their best' or demonstrating leadership skills, resilience and determination.

The post holder will manage delivery of the scheme and associated small grants in an assigned area of Essex. They will be responsible for maintaining and developing positive relationships with schools and youth organisations. The role will involve regular travel to visit schools and youth organisations, as well as outreach and community engagement work to identify and support new groups to apply to join our scheme. This work will also require evenings and occasional weekend work, especially to carry out assessment and review visits with youth organisations and to participate in our Achievement Award celebration events.

The successful candidate would therefore be someone who has flexibility to travel, work out-of-office hours, enjoys building relationships and public speaking, as well as navigating a busy grants and assessment caseload (desk-based processing, telephone calls/emails, and daily use of a database). You will need to be happy to travel regularly around Essex and one day per week to our office in Canary Wharf.

The Jack Petchey Foundation is an Equal Opportunities Employer, and we seek to build a team that reflects the diverse communities we serve. We particularly welcome applications from black and minority ethnic candidates as they are currently under-represented in our team.

Key Priorities of the Role:

- To promote and strengthen the Jack Petchey Achievement Award scheme and associated programmes (Leader Award Grants, Educational Visits and Learning Experiences, Environmental Awards and Partnership Programmes) in schools and youth organisations.
- To support schools and youth organisations to administer the Jack Petchey Achievement Award scheme to a high standard and maximise the positive impact it has on young people.
- To ensure that schools and youth organisations make maximum use of the small programmes and partnership programmes associated with the Jack Petchey Achievement Award scheme.
- To ensure that accurate data is recorded on all Jack Petchey Foundation systems.
- To support programme growth, impact and reach by building stakeholder relationships in your assigned local area.
- To assess new applications and monitor the impact of the Achievement Award scheme and small grants awarded.
- To work with your colleagues in the Grants Team to deliver excellent grant making, review and improve processes, and strengthen relationships with all Jack Petchey Foundation stakeholders.

About You

This is an exciting time to join us as we grow our work as a charitable Foundation. You will have an opportunity to use and develop a wide range of skills in a friendly, dynamic and supportive team that is committed to growing our positive impact on young people.

The Grants Officer role demands a wide range of skills and a high degree of autonomy, reliability and flexibility. You will need to be an efficient, highly organised team member with excellent communication skills and a passion for our work. You will need to be able to manage your own workload within agreed targets and maintain a programme of planned visits, while creating new development opportunities.

You will possess an eye for detail, good administration skills and the ability to communicate confidently and present a positive external profile for the charity. Evening and weekend work is a requirement to meet the demands of this role. This is a busy and satisfying role, with each Grants Officer leading relationships with between 350-400 organisations. You will have strong planning skills and the ability to deal efficiently with regular grant applications, and with busy grant reporting periods twice a year.

Evening and weekend work is a requirement of this role, which on occasion can require up to two to three out-of-hours events in one week, depending on the event schedule. These are seasonal events, primarily during term-time and time off in lieu will be granted for additional hours worked. This role could offer flexibility around school holidays.

This is a perfect time to join the Foundation to support us to deliver our strategic plan – while we also streamline our processes, improve our support to our grantees, and review our grant-making criteria and guidance. This is your chance to make your mark within a motivated and ambitious team and help us to reach even more young people with our funding.

Main Areas of Responsibility

1 Develop, manage and promote the Jack Petchey Achievement Award Scheme and other JPF opportunities

- 1.1. Identify schools and youth organisations not currently running the scheme and proactively promote the Achievement Award (AA) scheme to them, following up as required
- 1.2. Receive, assess and process all grant applications to join the AA scheme, in accordance with Jack Petchey Foundation policies and procedures
- 1.3. Attend, participate and assist with delivery of Achievement Award celebration events (usually evenings with some weekend events), including making a speech to congratulate the young people

2 Quality Assurance for the Jack Petchey Achievement Award Scheme

- 2.1. Develop relationships with and support schools, alternative provision, and youth organisations on the Jack Petchey Achievement Award (AA) scheme to operate the scheme to the highest possible standard
- 2.2. Provide timely support to such organisations to enable them to run the AA scheme effectively
- 2.3. Implement a strategic approach to conducting face-to-face and digital assessment and monitoring visits to schools and youth organisations in your area on the Jack Petchey Achievement Award scheme, to ensure our funding is well spent and to identify opportunities to improve delivery

3 Administer the Jack Petchey Foundation grant making process

- 3.1. Ensure accurate records are kept on the Foundation's database (Salesforce), including up-to-date contact details and records of communication with groups in receipt of or applying for grants
- 3.2. Approve/authorise payment of AA grants and related programmes in accordance with our policies
- 3.3. Ensure appropriate grant reporting by schools and youth organisations and negotiate return of funds where a grant has not been used in accordance with conditions
- 3.4. Proactively manage risk, being alert to potential fraud
- 3.5. Ensure that clubs and groups receive all necessary materials to operate the Achievement Award scheme effectively
- 3.6. Assess and approve Leader Awards and Environmental Awards in accordance with our policy
- 3.7. Assess applications for Leader Award Grants, Educational Visits and Learning Experiences Grants and Environmental Award Grants in accordance with our policy, with recommendations put forward to senior staff
- 3.8. Provide regular updates on your work and Grants Officer patch during monthly one-to-ones

Main Areas of Responsibility Continued...

4 Promote the wider work of the Jack Petchey Foundation to schools and youth groups

- 4.1 Identify case studies and other stories and material that can be used for our communications, supporting communications team colleagues to raise awareness of our opportunities and impact
- 4.2 Represent the Foundation at digital and physical events, local networks, funders' fairs, and community or young people's forums to help promote our Grant Programmes and other opportunities
- 4.3 Assist with digital and face-to-face monitoring and reporting in relation to groups that have received a Jack Petchey Foundation Project Grant or other funding

5 Other Responsibilities

- 5.1 Actively contribute to Grants team and Jack Petchey Foundation team meetings
- 5.2 Take a lead on specific projects and undertake other tasks as agreed with Grants Manager
- 5.3 Provide telephone/email support and advice about our funding streams to existing grantees or potential applicants

Please note these are the normal duties which the charity requires from the position. However, it is necessary for all staff to be flexible, and all employees will be required from time to time to perform other duties as may be required by JPF.

The postholder will be required to work at all times within the policies, procedures and values of the Jack Petchey Foundation, in particular safeguarding, health and safety, and data protection and consent policies.

Person Specification and Shortlisting Criteria

Essential criteria (E) and Desirable criteria (D) are indicated below. To be explored at Application (A), Interview (I) or Test (T) as shown in left-hand column. Candidates will be selected on the merits of their application and through competency- and values-based interviews.

Qualities, Attitudes and Values

I	Reliable with the ability to self-manage	E
I	Team player, open to giving and receive feedback, suggest improvements and ask for help	E
I	A positive attitude and a willingness to take on new challenges	E
I	Strong and demonstrable commitment to our vision, mission and values	E
I	A demonstrable commitment to equality, diversity and inclusion	E
I	A commitment to working with young people from diverse backgrounds and putting them at the heart of the Foundation's work	E

Skills

A, I, T	Strong verbal and written communication skills	E
A, I, T	Good organisational, administrative and IT skills	E
A, I	An understanding of financial accounts	D
I	Good telephone manner and the ability to be courteous but assertive in dealing with people	E
A, I, T	Ability to record information in an accurate, clear and concise way	E
T	Ability to ask searching questions and make a judgement about the capacity of organisations and projects	E
A, I, T	A keen eye for detail	E
A, I	Experience of juggling multiple tasks and completing work within fixed deadlines	E

Knowledge

A, I	Of the challenges and opportunities facing young people in London and Essex	D
A, I	Of Secondary education, youth organisations, youth provision and the youth sector.	D
A, I	Of grant-making processes	D

Experience

A, I, T	Of presenting/public speaking	D
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Other

A	This role requires regular travel across Essex, including evening visits. Therefore, a full driving licence and access to a vehicle are essential to fulfil the duties of the post.	E
A	This role requires familiarity with schools/youth organisations across Essex and regular travel across the county. Therefore, it would be desirable for candidates to live in, or within close proximity to, Essex.	D

What You Can Expect in Return

You will be part of a friendly and committed team. We have regular staff social opportunities across the year and a fully equipped kitchen and garden that staff are free to use when you visit our Canary Wharf Office. You will be provided with a company-owned laptop, monitor and mobile phone to support your working from home.

Office Base:

Under JPF's Hybrid Working Policy the post requires one day per week in the office at Dockmaster's House, 1 Hertsmere Rd, West India Quay, London, E14 8JJ, depending on your visits and events schedule. Your induction will be office and field-based with the Grants Manager and Senior Grants Officer and to support your learning about the organisation, your role and your colleagues.

Hours:

Our office hours are 9am – 5.30pm with an hour for lunch. We have a flexitime policy available to staff who have successfully completed their probationary period. The postholder will need to work some evenings and weekends for which appropriate time off in lieu will be given in order to help staff maintain a healthy work-life balance. This is particularly during our busy events or visits season, which may require the post holder to attend several evening/weekend events in one week.

Salary:

Band C of the Jack Petchey Foundation Salary Scale (Starting salary: £34,905 (pro-rata 0.6 FTE £20,943). This role is initially offered as a 12-month part-time contract with the potential of an extension, following review and subject to available funding.

Pension:

JPF offers a salary sacrifice pension scheme with employer contributions matched up to 10% of your salary.

Employee Benefits:

Additional benefits after 6 months' employment and completion of the probationary period include: Cycle to Work scheme; time off for volunteering (2 days per year) and donation-match for charitable donations (to a maximum allowance).

Learning and Development:

JPF is committed to developing all staff and has a comprehensive Learning and Development Policy.

Travel and Expenses:

When undertaking approved JPF business, travel expenses will be reimbursed in line with our Travel Expenses Policy. This includes reimbursement at public transport rates, 45p per mile when using a car for business purposes, or 20p per mile for travel by bicycle. Free parking is available at JPF offices when attending in person. Normal commuting is not reimbursable (one day a week in the office). This will also be discussed at interview.

Annual Leave:

Our standard annual leave entitlement is 25 days per year (including 3 days off between Christmas and New Year) plus the standard 8 recognised public and bank holidays. Employees who work part-time will have holiday entitlement calculated on a pro rata basis. There is also the opportunity to buy up to one week's additional leave.

DBS:

The post involves working with children/young people, therefore an enhanced DBS check will be required.

Start/Length of Contract:

12-month fixed-term part-time contract

Probationary Period:

3 months

How to Apply

About the Application Form

To apply for the role please complete and return the [Application Form downloadable from this link](#) to recruitment@jackpetchey.org.uk by **9am on Tuesday 7th April 2026**.

In your application form, please demonstrate evidence of all the skills/knowledge/experience marked 'A' for 'Application' in the 'Person Specification', drawing on experience from employment, voluntary work or elsewhere.

Please also fill in the [Diversity Monitoring Form](#).

JPF is an Equal Opportunities Employer and we seek to build a team that reflects the diverse communities that we serve. We particularly welcome applications from young black and minority ethnic candidates as they are currently under-represented in our team.

The Next Steps

Stage 1: First stage online interviews (20-30 minutes) will be held on **Thursday 16th April** and **Friday 17th April 2026**.

Stage 2: Candidates who progress to the next stage will be invited to attend an in-person interview on **Monday 27th April 2026**. These will be held in person at the Jack Petchey Foundation (Dockmaster's House, 1 Hertsmere Road, London, E14 8JJ).

Please note this is a new post and we would be looking to start the successful candidate as soon as possible.

These dates are fixed, and we encourage applicants to ensure availability if shortlisted.

Please let us know if you need us to make any adaptations or adjustments for your interview, or if there is anything we can do to support you with your application.

For more information about our Achievement Award events and see our upcoming ones, visit:
<https://www.jackpetcheyfoundation.org.uk/events>

For more information about the Foundation, visit our website:
www.jackpetcheyfoundation.org.uk

JackPetchey
Foundation



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Registered Charity No: 1176221

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