



Community power in grant making

12-MONTH PAID JOB AND
PROFESSIONAL DEVELOPMENT
PROGRAMME

2027

Fatima, New Philanthropy Capital





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 sector is good at speaking about inequality, and the value of all people at bringing about social change. But it needs more people from working class backgrounds, with lived experience of community issues to help impact how funding is spent in those communities.

By 2027 we want to fix this.

The 12-month salaried programme takes brilliant frontline workers from working-class communities and prepares them for decision-making roles in grant-making organisations.

We think that greater diversity at the top of foundations and trusts can help these organisations make better decisions, while better representing the communities they serve. We also believe that by bringing foundations and working-class communities closer together, we can begin building a new funding model for a fairer society.



Yvonne, Esmée Fairbairn

What is 2027?



At the heart of 2027 is a paid 12-month job as a Grants Officer at a leading foundation or trust. A grant-giving organisation such as a foundation or trust is a charity that funds individuals or other organisations to run projects that positively impact the community.

As part of the programme, you'll be employed full time in a grant-giving role, with one of our dynamic host organisations in London and other UK cities. 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 extensive professional development programme, led by industry experts. You'll come together regularly with your fellow associates and leaders in the sector to take part in facilitated learning, network and explore key aspects of the grant-giving sector to develop your knowledge, understanding and skills.

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.

Working in Grant Giving

In a grant-giving role, you will manage part of a host organisation's grant portfolio and work to find fantastic new partners for your host organisation to work with. You'll keep the trustee board updated on the foundation portfolio, make clear and confident funding recommendations, and analyse foundation performance to identify improvements.

You will work with your foundation's funder, to inspire their employees about the foundation's work. You will also be responsible for ensuring the foundation meets all relevant legislative and compliance requirements. You will represent the foundation externally and apply learning from outside to your work at the foundation.



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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!

— Maeve, BBC Children in Need



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





Key Benefits

PAID ROLE

Up to £25,000 salaried job where you'll gain direct experience in a grant-giving role with a leading host foundation or trust.

PROFESSIONAL DEVELOPMENT

You'll undergo an extensive professional development programme led by industry experts. The programme will comprise group and self-directed learning, coaching, mentoring and a supported individual research. The programme will be facilitated by experts across the sector and run by specialist organisations in people development and social change.

NETWORKING

You'll develop relationships with like-minded peers and key leaders in foundations and trusts, building your profile and knowledge of the sector

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

What we're looking for

We're looking for people who:

- ◆ have at least 2 years of experience working in the community, in a frontline-based role either in a professional or regular voluntary capacity. This could be for example: as a teaching assistant, nurse practitioner, social worker, PCSO, community worker or any similar role.
- ◆ self-identify as being from a working-class community
- ◆ have the ability to use basic IT software packages (e.g. Microsoft Office or equivalent).

We're also looking for 8 competencies which we believe are core to you succeeding on the programme. Through our selection process you will be assessed against the following criteria.

- ◆ 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



Heather, Esmeé Fairbairn,
Priscilla, Spirit of 2012 and
Malgorzata, Veolia Environmental Trust

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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