



DIRECTOR OF YOUTH DEVELOPMENT & OUTDOOR LEARNING
HYBRID ROLE
SALARY UP TO £55K DEPENDING ON EXPERIENCE

Do you want to support young people to create better outcomes for themselves and for their communities? Are you passionate about youth development and outdoor learning?

Tall Ships Youth Trust is in year 4 of its 5-year growth strategy and you will play a pivotal part in making it a success. Our key focus as a charity is to empower young people to realise their full potential, supporting them on their journey to adulthood and for some, careers in the maritime sector and the blue economy. This exciting role will create young people pathways across multiple voyage experiences in the unique ocean environment.

Through a combination of outdoor learning and sail training frameworks you will engage educational & youth leaders, apprenticeship providers and sector corporate partners to establish multiple pathways for young people in the UK.

You'll identify and create networks across the UK with education and youth development clients, outdoor learning providers and national organisations that offer leadership and development opportunities for young people. Ensuring that our three-voyage programme and space in between is employed as their preferred option for the personal and social development of the young people that they are responsible for. This includes trading income generation for groups and individuals, while also supporting fundraising by developing business in geographies and communities that align with geographically restricted funding secured by the Trust.

You will also lead Tall Ships Youth Trust on its journey towards appropriate Kite marks, accreditation and quality marks to establish our credentials in the youth development and outdoor learning sectors. Ultimately, attracting funding and support from government, public and private sources.

Your experience may come from a youth development, outdoor learning or education background. You will have worked closely with young people and their decision makers supporting them to co-create their development opportunities and experiences. You will have a vision for the journey that we can support young people on. You will have experience of generating funding and income to support service delivery.

You may not be a voyaging expert in the ocean environment, but you'll be prepared to get on-board and work directly with young people, our volunteers, voyage crew and team. Your effective listening, nurturing approach and care for young people will be exemplified in all that you do.

You will be the Designated Safeguarding Lead and work closely with the leadership and capabilities team at the Trust and be part of a wider team that is positive and challenging. An effective work-life balance can be achieved through hybrid working, with regular presence required at our Portsmouth Hub, on our voyages and across the UK building our network.



This role also requires a commercial mindset alongside youth development expertise, with responsibility for growing traded income through new business development, client retention and market-led programme positioning. You will bring the ability to identify market opportunities, understand competitor and sector landscapes and position TSYT as a compelling partner of choice for schools, youth organisations, funders and corporate partners.

We are all motivated by the charity's aim of giving young people from disadvantaged backgrounds life-changing experiences at sea. If you are passionate about making a difference to the lives of young people – who need our support now more than ever – we'd love to hear from you!

ABOUT TALL SHIPS YOUTH TRUST

We envision a world where all young people strive to create better outcomes for themselves and for their communities. To do this, we offer life changing voyages to disadvantaged young people on board our ocean-going yachts. Our voyages enable young people to develop the life skills, social skills, confidence and self-esteem needed to raise their aspirations and make positive life choices.

We give more than 1,200 youngsters a life-changing experience at sea every year, approximately 80% of whom are experiencing disadvantages or living with disabilities. The challenges they may be facing include learning, mental or physical disabilities; behavioural, emotional or social difficulties; many are young carers; from ethnically diverse backgrounds; from low income/single parent households; not in employment, education or training, or on the cusp of or already involved in the criminal justice system. We've been doing it since 1956, and we are the oldest and largest youth development sail-training charity.

<p>KEY TASKS AND RESPONSIBILITIES</p>	<p>Programme Leadership</p> <ul style="list-style-type: none">• Development of voyage programme for young people and adults to ensure balance of core mission for young people experiencing disadvantage, and supporting adults• Oversight of diversification of voyaging income streams, ongoing development of voyaging pathways – Three-voyage programme, Young Person's Journey, Ocean racing pathway including Fastnet campaign and RORC participation, corporate/ leadership development voyages, charters (day to extended)• Leadership and line management of sales team responsible for income growth to >£1mill <p>Existing and New Client engagement and growth</p> <ul style="list-style-type: none">• Growth and maintenance of client portfolio across the UK, with business development focused where appropriate on geographies and communities aligned to geographically restricted funding secured by the Trust• Management of trading income to the value of £1m+
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- Shape voyage programme growth and client acquisition so that traded income opportunities also complement fundraising strategy, particularly where restricted grants require delivery in defined geographic areas
- Management of accreditation with IOL, DYA and DofE

Training and Development pathways

- Training pathways for young people on the voyage journey
- Development pathways for TSYT volunteering to skipper journey, including coaching and mentoring
- Work Experience and placements for young people both on and offshore with TSYT, generation of meaningful opportunities within and outside of TSYT, including corporate and maritime partnerships

Young People Journey and Pathways

- Oversight of TSYT crew staff training to raise standards of Youth work delivery on and off the water
- Develop and lead the overall delivery of our core young people three-voyage programme across the UK, including long-term evaluation, impact and agreed outcomes
- Build relationships with existing, lapsed and new clients seeking development for the young people they are responsible for
- Establish and develop a range of young people pathways beyond their voyages including apprenticeships, work placements and employment
- Provide opportunities for DoE training and assessment up to Gold level, through our voyage programme
- Maintain and develop the Trust's knowledge, contribution to and connections with sector and government policy, best practice and partners in youth development and outdoor learning

People and Volunteer Pathways

- Develop and lead the overall youth development and outdoor learning training and pathways for our volunteers and wider team
- Create a network of youth development volunteers who can support our UK voyage programme into the future and be part of the TSYT Community, both physical and digital
- Identify volunteers who can represent the Trust as ambassadors and supporters to engage with young people, donors and stakeholders

Safeguarding, DBS and Care of Young People

- Responsible as the Lead Countersignature for Tall Ships Youth Trust as a DBS Registered Body
- Provide day-to-day and out-of-hour Designated Safeguarding Person duties, supporting our voyage crews, resourcing and reservation teams

	<ul style="list-style-type: none"> • Establish and maintain the highest standard of care for young people and their decision makers that engage with the Trust, leveraging best practice, government policy and frameworks • Provide specialist guidance to support SEND young people voyaging with the trust, including engaging with carers, parents and their decision makers <p>Leadership and Team Contribution</p> <ul style="list-style-type: none"> • Provide leadership to the senior leadership team, including future planning and capability building • Lead and guide the youth development & outdoor learning team, empowering them to deliver business priorities and team management • Contribute to the wider team in increasing our reach, engagement and fundraising for the trust to ensure our financial future • Lead and support the wider work of the Trust as required by the CEO
<p>SKILLS AND EXPERIENCE</p>	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Extensive youth development, outdoor learning and education experience at a senior leadership level • Experience of developing and implementing young people pathways, apprenticeships and employment opportunities • DoE Assessor and training plan development • Extensive Safeguarding, DBS and SEND knowledge, and framework implementation • Experience of budget responsibility >£1m income generation • Effective listener, engager and relator to young people and adults from a diverse range of backgrounds and identities • Knowledge and implementation of GDPR, data privacy and data management best practice • Experience in sales, business development, or commercial income generation. • Ability to balance charitable mission, impact and commercial sustainability in a client-facing leadership role. • Experience of aligning business development and programme growth with fundraising priorities, including identifying opportunities in locations linked to geographically restricted funding <p>DESIRABLE</p> <ul style="list-style-type: none"> • Experience of working in a charity or not-for profit • Yachting / Sail Training experience relevant to role
<p>PERSONAL CHARACTERISTICS</p>	<ul style="list-style-type: none"> • Excellent written and verbal communication skills, including high levels of confidence engaging clients, YPs and sector partners • Comfortable building nuanced and key relationships with clients, volunteers, ambassadors and young people • High standard of presentation skills, using appropriate media



	<ul style="list-style-type: none">• A pro-active self-starter with the ability to work autonomously• Excellent organisational skills and ability to multi-task• Ability to take ownership of workload and reflect and action on what works and what doesn't work• Attention to detail and the ability to ensure all outputs are of the highest quality• To be passionate about supporting vulnerable young people and making a difference to society• Ability and willingness to react to changes and to work at pace• Flexibility to work outside conventional office hours when required including weekends and when voyaging
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Our team is friendly and welcoming, and we are committed to supporting a healthy work-life balance for staff. This role offers hybrid working, with attendance at our Portsmouth Hub expected for approximately two to three days per week. This supports effective team management, collaboration across the Trust, and engagement with beneficiaries, donors and other stakeholders, some of whom are based at our hubs across the UK.

WHAT WE OFFER

- Flexible, hybrid working
- 25 days annual holiday entitlement, increasing with length of service, plus bank holidays
- An additional paid 30-minute wellbeing break per 7.5hr day
- Death in service insurance
- Opportunities to experience time on our vessels and see the impact of our programmes first-hand.
- Discounted local parking permit
- Casual dress

HOW TO APPLY

Please send a copy of your CV along with a covering letter describing your motivation for applying for the role and the extent to which you meet the skills and experience required to recruitment@tallships.org or apply via our website. The closing date is Friday 10th July 2026.

Due to the nature of our organisation an Enhanced DBS check will be carried out on the successful candidate, and any offer of employment will be made subject to a satisfactory result. As part of our safer recruitment process, we may undertake publicly available online searches in line with our safeguarding responsibilities

Tall Ships Youth Trust is committed to creating a diverse and inclusive workplace that reflects the young people and communities we serve. We welcome applications from everyone with the skills and experience for the role, regardless of age, disability, gender identity, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation, and particularly encourage applications from individuals with lived experience relevant to the young people we support.