

Chief Executive Officer

Candidate Briefing Document

YOUNG SOCIAL INNOVATORS

2into3
Transforming Social Impact

November 2026

ABOUT YOUNG SOCIAL INNOVATORS

Young Social Innovators (YSI) is Ireland's leading youth social innovation organisation. Since 2001, it has empowered young people to use their talents, passion and creativity to develop innovative solutions to the social and environmental challenges they care about.

Turning 25 in 2026, YSI was named in the 2025 Programme for Government. Its RISE Framework (Sparks, Ignite, Activate and Elevate) offers an inclusive pipeline of social innovation education for young people aged 10–25 across the island of Ireland. In 2025 alone, YSI engaged over 12,000 young people through 292 schools and youth organisations.

For more information, please visit www.youngsocialinnovators.ie.

GOVERNANCE

YSI is a registered charity (RCN 20061999) and company limited by guarantee, governed by a voluntary Board of Directors – including its first youth board member, appointed in 2025.

The Board is supported by three committees: Finance & Governance, Nominations and Strategy, and declared full compliance with the Charities Governance Code in October 2025.

RESOURCES

In 2025, YSI had a total income of €1,693,147 and total expenditure of €1,663,674, funded through statutory grants, EU PEACEPLUS funding, philanthropic and corporate support, and programme fees.

YSI employed an average of 26 staff in 2025, who are based in in the National College of Ireland Business Campus (IFSC), and regionally across the island of Ireland.



VISION, MISSION, VALUES & IMPACT

YOUNG SOCIAL INNOVATORS

VISION

Young people feel inspired, empowered and equipped to change the world for good.

MISSION

To provide social innovation education that empowers young people to act on social issues.

OUR CORE VALUES

Fairness **Kindness** **Curiosity** **Innovation** **Inclusivity**

12,455
Young people engaged in 2025

603
Youth-led projects in 2025

30%
of schools supported were DEIS schools

3,031
young people spoke out on the 2025 Speak Out Tour

SAMPLE THEMES YOUNG PEOPLE TACKLE

Mental Health

The Oasis Project

Killorglin Community College, Co Kerry – 2026 Gold Award

Wellbeing stations placed throughout the school give students practical tools for stress management and self-care.

Climate Action

Grass-based paper

2025 Gold Award

Turned discarded grass clippings into a sustainable paper alternative – from paper bags to wearable jackets.

Food Poverty

The Food Fund

Terence MacSwiney Community College, Cork – 2025 High Impact Award

Partnered with Cork Penny Dinners to redistribute uneaten school lunches, and built a prototype app so other schools can do the same.

Health & Safety

Code4Life

Co Cork – 2026 Award winner

A mobile app mapping local defibrillators, with GPS and offline access, to help speed up emergency response.

Equality & Inclusion

Level the Pitch

St Louis Secondary School, Co Monaghan – 2026 Award winner

Worked with Monaghan GAA on an Equality Charter to tackle gender inequality in Ladies' Gaelic Football.

CONTEXT FOR APPOINTMENT

YSI is seeking a new Chief Executive Officer to lead the organisation into its next chapter.

Having celebrated its 25th anniversary in 2026 and following the launch of Ignite Community in Northern Ireland, supported by multi-annual PEACEPLUS funding to 2028, the YSI team now operates on an all-island basis.

The successful candidate will join at a pivotal time. YSI's 2024-2027 strategy is in its final phase, and the organisation is focusing on securing sustainable, diversified income beyond the current funding cycle, whilst keeping its team motivated and aligned.

THE POSITION

YOUNG SOCIAL INNOVATORS

Title	Chief Executive Officer
Reporting to	Board of Directors, through the Chair
Direct Reports	4; Head of Education & Programmes, Head of Finance & Governance, Marketing Coordinator, Senior Technology & Data Officer
Place of Work	Young Social Innovators, NCI Business Campus, Mayor Street, IFSC, Dublin 1, with travel across the island of Ireland. Hybrid working available subject to business requirements.
Contract Type	Permanent (following a 6-month probationary period)

ROLE SUMMARY

The CEO will partner with the Board to develop and deliver YSI's strategy, growing its work across the island of Ireland. As the public representative of YSI for education, government, funders, industry, community groups and the media, the CEO will set the agenda with the Board, grow YSI's profile and reach, and secure the sustainable funding YSI needs to deliver meaningful programmes.

The CEO will also lead and motivate the YSI team to deliver the operational plan within existing resources, and will ensure YSI meets the highest standards of governance, safeguarding and compliance, including the Charities Governance Code, Children First Act 2015 and funder requirements in both jurisdictions.

STRATEGIC PLAN 2024–2027

YSI's current strategy, Inspiring Tomorrow's Changemakers, aims to ignite the passion and commitment of all young people by equipping them with the social innovation knowledge and skills to create transformative change. It is built on three pillars. With the plan in its final phase, the new CEO will lead the development of YSI's next strategy with the Board.

1

Thriving and Innovative Organisation

A high-performing, well-governed and sustainably funded organisation with a culture of curiosity, experimentation and excellence.

2

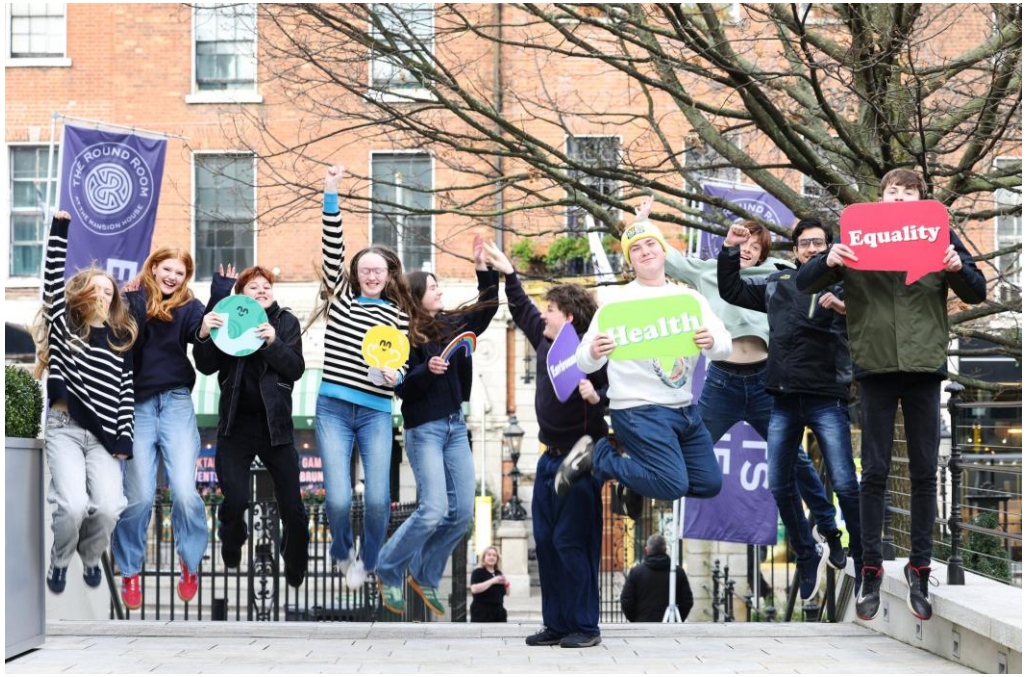
World Class Social Innovation Experience

A globally recognised portfolio of youth-led programmes, accessible to all young people and enhanced by technology.

3

Community and Collective Impact

An exemplar in collaboration and partnership, recognised for research and impact reporting that showcases young social innovators.



Growth plan priorities: reach and participation (on an all-island basis) · government relations · research · technology · innovative funding and social enterprise · collaboration and partnerships · the social innovation experience · team · ESG · global presence

PRINCIPAL DUTIES & RESPONSIBILITIES

YOUNG SOCIAL INNOVATORS





Leadership and Culture

- Lead, motivate and develop the YSI team, continuing to build a purpose-led culture that is high-performing, connected, creative and aligned with YSI's values and ways of working.
- Attract, recruit and retain a high-quality team that is engaged and passionate about YSI, ensuring organisational, team and individual performance is well managed.
- Lead by example, fostering empowerment, innovation, trust and wellbeing across a dispersed team of central, regional and community-based staff on both sides of the border.
- Line manage the Head of Education & Programmes, Head of Finance & Governance, Marketing Coordinator and Senior Technology & Data Officer, supporting their development.
- Champion youth voice and co-creation, working with the YSI Youth Panel to embed young people's perspectives at every level of the organisation.

PRINCIPAL DUTIES & RESPONSIBILITIES

YOUNG SOCIAL INNOVATORS

Income Generation and Financial Oversight

- Take a leading role in securing sustainable, diversified funding across statutory (Ireland and Northern Ireland), EU, philanthropic, corporate and earned income, maintaining existing streams and identifying new partnerships.
- Assess the funding needs of YSI and develop and implement a funding strategy that addresses challenges, reduces reliance on time-limited programme funding, including exploring innovative funding and social enterprise models.
- Cultivate and steward relationships with existing and potential funders and corporate partners, aligning YSI's programmes with their CSR and ESG objectives.
- Oversee the financial management and planning for the organisation, leading the Head of Finance and Governance, and working with the Board's Finance & Governance Committee.



PRINCIPAL DUTIES & RESPONSIBILITIES

YOUNG SOCIAL INNOVATORS





Stakeholder Engagement and Advocacy

- Build relationships with Government Departments and agencies in Ireland and Northern Ireland, positioning YSI as a critical partner in creating future pathways for young people and influencing policy.
- Map key stakeholders across education, youth, government, industry, philanthropy and community, and identify and deliver on opportunities to deepen YSI's network and partnerships.
- Lead YSI's growing European and international engagement, including the Youth Pulse Green Paper and Echoboard partnerships.

Profile and Representation

- Act as the principal spokesperson for YSI in the media and at events and forums across education, industry, government and community.
- Use YSI's evidence-based research and youth sentiment data to tell its story, engage and inspire.
- Raise the profile of YSI and the value of social innovation education, building on the momentum of its 25th anniversary.

PRINCIPAL DUTIES & RESPONSIBILITIES

YOUNG SOCIAL INNOVATORS

Strategy, Governance and Operations

- Partner with the Board to develop YSI's next strategic plan in line with its mission, vision and values
- Embed the strategy within YSI's culture and operations, ensuring focus on and implementation of the strategy, including translating the strategy into accessible implementation plans and metrics.
- Ensure YSI's continued relevance, sustainability, and impact across its work.
- Be the key link between the Board and the team, providing timely and accurate reporting on performance, impact and risk, and supporting the Board and its committees to work effectively.
- Ensure the highest standards of governance, safeguarding and regulatory compliance in both jurisdictions, including oversight of its new Northern Ireland charity entity.
- Review operations and programme delivery across the island, ensuring robust processes, systems and technology, and that programmes meet quality standards and funder targets.

This job description is not a definitive list of tasks; rather it is designed to give an overview of the role. It is envisaged that the post-holder will use their own initiative and develop the role under guidance so that the organisation's aims are achieved.



CORE COMPETENCIES AND SKILLS

YOUNG SOCIAL INNOVATORS

Core Criteria	Essential	Desirable
A demonstrated track record at senior management level (minimum 3–5 years) within education, youth, social innovation, nonprofit or other relevant sector	✓	
Ability to lead, motivate, coach and mentor teams with high emotional intelligence, building a positive, purpose-led culture	✓	
Demonstrable income generation experience, with a track record of securing funding from multiple sources (statutory, EU, philanthropic and/or corporate)	✓	
Strong financial, business and resource planning expertise, including oversight of budget and cashflow management	✓	
Strong understanding of nonprofit governance and regulatory requirements, and experience of working effectively with a Board	✓	
Exceptional relationship-building, communication, negotiation and influencing skills, with the ability to engage a diverse range of stakeholders	✓	
Commitment to YSI's mission, values and youth voice, with a deep appreciation of the challenges facing young people today	✓	
Confident public speaker and spokesperson, comfortable representing the organisation in the media	✓	
Knowledge of education and/or youth development in Ireland		✓
Experience of operating on an all-island basis and/or managing EU or PEACEPLUS-funded programmes		✓
A strong appreciation of, and/or experience working with, social justice, the SDGs or social innovation		✓
An NFQ Level 8 (or Level 9) or equivalent in a relevant field		✓

PERSON PROFILE

The role requires a strategic leader who can motivate a growing team, secure sustainable funding and act as a credible public voice for youth social innovation across the island of Ireland.

We are seeking a versatile and resilient relationship-builder with the ability to inspire and influence a diverse range of stakeholders by combining curiosity and ambition with empathy, trust and a genuine commitment to young people.

If this role is of interest to you and you believe you have what it takes to be successful, but don't necessarily believe that you meet every single criterion in the table, please do get in touch so we can discuss further.

PRIORITIES FOR THE FIRST SIX MONTHS

YOUNG SOCIAL INNOVATORS

In your first six months in the role, you will lead on the following priorities:

1

Team & culture

Build trusted relationships with the team, the Chair and the Board, ensuring the team is motivated, supported and culturally aligned through the leadership transition.

2

Funding strategy

Assess YSI's funding challenges, reviewing budgets, cashflow and income sources, and develop a funding strategy to secure and diversify income for the years ahead.

3

Operations & delivery

Review operations and programme delivery across the organisation, including Northern Ireland.

4

Funder relationships

Cement relationships with existing funders and partners across government, the EU, philanthropy and business, and build a pipeline of potential funders.



REMUNERATION & BENEFITS

YOUNG SOCIAL INNOVATORS

The starting salary for this role will be in the range of €80,000 - €90,000 per annum.

Young Social Innovators provides an array of benefits and supports, as follows:

- 25 days' annual leave per annum (including 2 days at Christmas and 1 at Easter)
- Pension scheme, with employer contributions matching employee contributions up to 5% of basic salary
- Death in Service benefit
- Hybrid working model
- Learning and development opportunities

APPLICATION PROCESS

Recruitment for this role is being managed exclusively by 2into3 on behalf of Young Social Innovators.

If you are a purpose-led leader looking to take on a challenging and rewarding role, please send your CV and a cover letter outlining your suitability for the role to **Shannon Barrett, Principal – Talent, 2into3.**

The closing date for applications is **Monday, 23rd November 2026.**

All enquiries regarding the role will be held in strictest confidence.

- **E-mail** shannon.barrett@2into3.com
- **Mobile** + 353 86 180 6051
- **Address** 2into3, The Academy, 42 Pearse Street, Dublin 2, D02 YX88
- **Website** www.2into3.com

YSI is an equal opportunities employer. We welcome applications from all sections of society and are committed to building a diverse and inclusive team. All recruitment decisions are based solely on merit, suitability for the role, and relevant experience. No applicant will be treated less favourably on the nine grounds of the Employment Equality Acts.

At 2into3, we endeavour to make all reasonable accommodations to facilitate the participation of candidates in the recruitment process. Please let us know if you require any specific accommodations at any stage of the recruitment process.

All expressions of interest and applications received will be processed in accordance with GDPR requirements; please review our Privacy Statement.

YSI is committed to the highest standards of child protection. This position will be offered subject to pre-employment reference checks and successful completion of Garda Vetting. This role requires applicants to have the right to work in Ireland.

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