

**Job Title: Global Lead, Igniting Youth Futures**

**Location: HQ Geneva, Switzerland/or Remote with Field-based with International Travel**

**Reports to: World YMCA Pillar Lead, Meaningful Work**

**Salary: Competitive salary and benefits commensurate with experience and geographic residence**

**Start Date: September 2025 or earlier**

**Project Overview:**

As part of its Meaningful Work strategy, World YMCA is launching Igniting Youth Futures (IYFutures) - a transformative three year initiative to support underserved young people into Meaningful Work<sup>1</sup>. IYFutures harnesses YMCA's deep community roots and decades of youth employment experience worldwide and is designed as a collective action initiative to leverage the critical contributions of partners and ecosystem actors globally, and in communities.

The program has secured grant commitments for 3 years from strategic and longstanding partners, Accenture and Macquarie Group Foundation, and kicks-off in 2025 with a Y1 \$1.5M grant with YMCAs in India, South Africa and Spain. Furthermore, in close collaboration with Generation Unlimited, World YMCA will pilot innovative impact finance models within the Igniting Youth Futures program.

Key interventions will leverage proven models in a more systematic way, towards (1) expanding reach and engagement of historically underserved young people (2) embedding digital education and workforce development solutions into YMCA services (3) integrating employers into learning to earning pathways, and (4) piloting blended finance/impact finance models woven into the IYFutures program.

**Position Summary:**

The Project Lead will be responsible for the successful implementation, management, and delivery of the IYFutures project, ensuring achievement of project objectives, and coordination of project activities across multiple countries and stakeholders.

**Key Responsibilities:**

- **Project Leadership & Oversight:**
  - Lead day-to-day management of the global project (Y1 \$1.5M), ensuring timely execution of activities, deliverables, and milestones.
  - Supervise project teams, including country leads, technical experts, and operational staff. Provide strategic direction/guidance to direct reports and country teams, help to troubleshoot and resolve challenges as they arise.
  - Serve as the primary point of contact with World YMCA services, consortium partners, and key stakeholders.
  - Apply systems lens perspectives to design of project strategy and implementation.

---

<sup>1</sup> Meaningful Work is a key pillar of YMCA's "Vision 2030" and its mission is to empower young people and communities worldwide to build a just, sustainable, equitable and inclusive world. Meaningful Work means Work that is fair, fulfilling, and positively influences the growth and wellbeing of young people and their communities

- **Programmatic & Financial Management:**
  - Oversee project budgeting, forecasting, and financial reporting in compliance with World YMCA and funder requirements. Liaise with World YMCA CFO in budgeting, reporting donor management and HR contracts/ payroll
  - Monitor project expenditures, manage resources efficiently, and ensure cost-effective implementation.
  - Ensure high-quality programmatic reporting, including quarterly and annual reports. Includes set-up standard processes and procedures to effectively manage/track project budget, risk mitigation, project workstreams progress, monitoring impact outcomes, quality assurance.
- **Donor Compliance & Risk Management:**
  - Ensure adherence to donor requirements, branding & marking requirements, and contractual obligations.
  - Proactively identify risks and develop mitigation strategies in response to emerging needs or external changes.
  - Report into Global Steering Committee Governance structure and manage reporting and liaison.
  - Oversee in country Steering Committee Governance structure
- **Monitoring, Evaluation, and Learning (MEL):**
  - Collaborate with MEL teams to track project performance indicators, evaluate outcomes, and facilitate adaptive learning.
  - Ensure data-driven decision-making and evidence-based project adjustments.
  - Liaise with World YMCA Learning Innovation & Impact lead to ensure alignment of project MEL with overarching World YMCA MEL approaches.
- **Internal and External Stakeholder Engagement & Representation:**
  - Foster strong relationships with YMCA stakeholders including learning circle and anchor site partners, external partners and stakeholders.
  - Represent the project in global, regional, and local forums, showcasing project achievements and lessons learned.
  - Liaise with World YMCA Partnerships lead in fundraising endeavours, by providing content and expertise and in presentations to prospective donors.
  - Liaise with World YMCA Movement Strengthening lead and World YMCA Meaningful Work lead in engaging the broader YMCA movement around project insights, knowledge sharing and opportunities for engagement and in sharing knowledge assets in external forums and thought leadership platforms.

**Professional Experience:**

- Minimum 5 years project management of large-scale donor funded global / multi-country programs (>\$5M)
- Demonstrated experience in Youth Development, Workforce Development, TVET, Entrepreneurship, and Livelihoods programming across global north and south contexts
- Excellent leadership, organizational, and interpersonal skills.
- Exceptional written and verbal communication skills in English. (Additional languages are a plus.)
- Experience working with government counterparts, private sector partners, and civil society organizations.
- Experience leading multi-disciplinary teams across diverse geographic and cultural contexts.
- Strong background in program planning, budgeting, financial oversight, and donor reporting.
- Familiarity with Monitoring, Evaluation, and Learning frameworks and adaptive management.

**Technical Skills & Knowledge:**

- Solid understanding of youth empowerment strategies, livelihoods promotion, market systems development, and employment creation.
- Knowledge of social inclusion and youth engagement best practices.
- Ability to apply private sector engagement, market systems development and public-private partnerships strategies.
- Strong risk management capabilities.

**Soft Skills & Competencies:**

- Excellent leadership and team-building skills.
- Strong stakeholder engagement and communication skills.
- Proven problem-solving and decision-making abilities.
- High level of cultural sensitivity and adaptability. Ability to work in diverse cultural settings and manage teams remotely.
- Ability to manage high-pressure environments and deliver on tight deadlines.

**Qualifications:**

- Bachelor's degree in International Development, Economics, Social Sciences, Business Administration, Public Administration, Youth Development (Master's degree preferred).

**Preferred:**

- Experience and networks in Africa, India and Spain youth employment/ livelihoods programming
- Training in Project Management and or Measurement, Evaluation and Learning

**Team & Reporting:**

This position reports to the Global Pillar Lead, Meaningful Work. The Global Lead Igniting Youth Futures will supervise a small cross-functional team including regional/country focal points, technical advisors, and MEL support, and will work closely with World YMCA functional leads in Partnerships, MEL (called Learning Innovation & Impact), Communications, Finance/HR, Movement Strengthening, and Global Impact Finance.

**Initial Priorities:**

In the first 6–12 months, the Global Lead Igniting Youth Futures will be expected to:

- Finalize project launch planning with YMCA partners in India, South Africa, and Spain.
- Establish governance and reporting mechanisms.
- Initiate baseline MEL processes in alignment with World YMCA frameworks.
- Build and begin implementation of a detailed implementation plan and budget framework that includes establishment and implementation of the Global Program Management Function (including governance project management, learning circle, fundraising partnerships and finance and reporting) as well as implementation of 4 work streams (youth mobilisation and L2E engagement and awareness building, L2E preparation, Skills to Job transitions and impact finance)
- Coordinate first donor and stakeholder reporting cycles.

**Safeguarding & Ethics:**

The World YMCA is committed to the safeguarding of children, young people, and vulnerable adults. The successful candidate will be expected to uphold the highest ethical standards and comply with our safeguarding policy and code of conduct.

**Travel Requirements:**

This role involves international travel up to 20–30% of the time, including in-person country visits, donor meetings, and attendance at global learning or advocacy events.

**Work Environment & Contract:**

This is a fixed-term, full-time role for three years. The position may be based remotely with periodic travel to YMCA HQ in Geneva and programme countries. Candidates must have the right to work in their country of residence.

**How to Apply:**

Ready to take on this exciting challenge? Submit your **CV and Motivation Letter** or any inquiries via [hr@ymca.int](mailto:hr@ymca.int) by June 13, 2025.