

CAREERS AT TLG

TLG transforming
lives for good

A close-up portrait of a young girl with long, dark brown hair and freckles. She is wearing a light grey t-shirt and has a gentle smile. The background is a soft, out-of-focus mix of blue and green tones.

Director of Programmes & Impact

JOB DESCRIPTION



fullness of life for every child

Across the UK, children and young people are facing a growing and urgent mental health crisis. One in five children and young people now have a mental health problem (NHS), a figure that has risen significantly in the years since the pandemic. We also know that 50% of all diagnosable adult mental health problems are established by the age of 14 (Mental Health Foundation). What happens to us in childhood does not stay in childhood – it shapes the course of the rest of our lives.

The growing mental health crisis among children and young people is quietly shaping life outcomes, disrupting education, limiting participation in everyday life and, for some, leading to devastating harm. There is a clear and urgent need for early, effective support.

The pressure on statutory services means too many children are being left without help at the moment they most need it. In the past year, 949,200 children and young people were referred to Child and Adolescent Mental Health Services (CAMHS). The average wait for an initial assessment is now 392 days, with some children waiting over two years to be seen (Young Minds & NHS). The most devastating statistic of all is that while on waiting lists, around 26% of children and young people attempt to take their own lives (Young Minds).

TLG's vision is fullness of life for every child, no matter what struggles they face. We believe early, relational and therapeutic support can radically alter life trajectories – restoring hope, strengthening families and preventing crisis before it becomes entrenched.



we are transforming lives for good

Transforming Lives for Good (TLG) is a Christian emotional & mental wellbeing charity rooted in the conviction that the local church is central to God's mission of restoration and hope for children and families. Today, through our existing programmes of **Early Intervention** and **Make Lunch**, over 220 churches are partnering with TLG, supporting 4,699 children each year, with 1,059 children and family members connecting into the wider support of the church as a place of belonging, care and hope.

Our ambition is for the church to be the place that children, young people and families turn to for help – churches equipped to meet the changing and increasingly complex needs they are encountering in their communities. As we look toward 2030, we are growing and pioneering new programmes to enable our vision:

- **Therapeutic Hubs** in schools and churches, providing counselling & coaching for children who are struggling
- A **Coaching Network** of accredited coaches, trained through TLG's Coaching Academy, equipping Children & Youth Ministry Leaders to support children's wellbeing within and outside of church contexts.

These initiatives come alongside significant resolve and ambition to grow our existing volunteer programmes, Make Lunch and Early Intervention, with a vision for over 400 active church partners across the UK by 2030.

The Director of Programmes & Impact plays a vital role in stewarding this vision – ensuring that TLG's programmes respond faithfully and effectively to the realities children face today, enabling the church to bring hope and transformation for those who need it most.



TLG's culture & values

At TLG, our work is our vocation, giving us a rich sense of purpose. We also believe work can be a great experience and enable people to grow into their full potential. In fact, we are recognised nationally as an exceptional place to work, having been named the best charity to work for in the UK by the prestigious Sunday Times Best Organisations to Work For.

This special award highlights all the positives about working at TLG! We love to look after our team and here are some of the great benefits we offer:

- Fun team times away
- Retreat days for staff
- Generous holidays and flexible working arrangements
- Above and beyond recognition for high-performing staff
- Support for staff with counselling and coaching
- Contributions towards training and professional qualifications.

Our Values

Holding to these values is vital in all aspects of our growth.

- **Greater Transformation**
Relentlessly focussed on the main thing (TLG's mission and vision), energised by the challenge, and deliberately missional.
- **Relational Leadership**
Bringing out the 'gold' in others, 'leaning in' when it's relationally tough, and humble yet courageous.
- **Local Church**
Celebrating the Church, grace and patience in partnership, and rooted in the local church community.
- **Excellence Every Day**
Joyfully exceeding expectations, learning from failure, and knowing uncertainty doesn't throw us.
- **Vibrant Faith**
Nurturing our own walk with God, following Jesus together even when it's tough, and realising work is mission – so much more than a job.

Director of Programmes & Impact

Location:	Flexible – hybrid based at TLG’s National Support Centre in West Yorkshire, or remote with a minimum of 3 days/month in West Yorkshire
Salary:	£60,728 – £65,673 (FTE), depending on experience
Hours:	30 – 37.5 per week (0.8 – 1.0 FTE)
Reporting to:	Executive Director
Contract:	Permanent

Job Role:

This is a unique opportunity for a strategic, faith-driven leader to play a pivotal role in advancing TLG’s vision. As a key member of TLG’s Core Leadership Team, the Director of Programmes & Impact will provide strategic and spiritual leadership within a Christian organisation committed to bringing fullness of life for every child, no matter what struggles they face.

The role calls for a leader with a vibrant Christian faith and a deep conviction that the local church is a place children and families can turn to for care, belonging and long-term support. Going beyond programme leadership alone, this role will shape work that enables children and young people to encounter hope, healing and community, while creating meaningful pathways into the ongoing love, care and support of the local church.

Central to the role is a commitment to raising the bar on impact. The Director of Programmes & Impact will lead a step change in outcomes, ensuring that every TLG programme delivers clear, credible and compelling evidence of improved life chances for children and young people. An essential element of this will be a strong passion for therapeutic and trauma-informed interventions, and the ability to hold depth, quality and innovation together as programmes grow and evolve.

We’re looking for someone who will lead the growth, quality and impact of TLG’s UK-wide network of church-led programmes excellently – strengthening partnerships, embedding learning and innovation, championing data analysis and evidence-based approaches, and ensuring that programmes respond faithfully and effectively to the increasingly complex realities children today face. A key marker of success will be how effectively programmes not only support children in crisis, but also connect them into sustained, relational support within local church communities.

JOB DESCRIPTION CONT.

As TLG continues to pioneer, this role requires a leader who is confident and comfortable leading change. Able to simplify systems and streamline ways of working, this person will make wise, disciplined use of data, technology, AI and automation to increase effectiveness, scalability and long-term sustainability – without losing sight of people or purpose.

At the heart of this role – and of TLG’s leadership culture – is a deep dependence on God. We seek to recognise our limits, hold our plans lightly, and commit ourselves to prayer, while courageously believing that God desires transformation for children across our nation. The Director of Programmes & Impact will help set this tone, shaping both their team and the wider organisation through a life of prayer and faith. This role calls for a leader with the courage to make bold decisions and the resilience to lead through challenge and remain grounded and hopeful in critical moments.

Job Tasks:

Strategic Leadership & Growth

- Lead the strategic development, growth and delivery of TLG’s programmes in line with our 2030 objectives – ensuring impact, quality and responsiveness to need.
- Hold responsibility for scaling TLG’s core programmes, Make Lunch and Early Intervention, whilst developing their impact.
- Act as guardian of programme purpose, ensuring alignment with TLG’s vision, values and commitment to children’s emotional and mental wellbeing.
- Pioneer new models of therapeutic and relational support for children – testing, learning and scaling approaches that bring deep transformation, not just reach.
- Contribute to wider organisational strategy as part of the Core Leadership Team.

Programme Leadership, Structure & Line Management

- Provide senior leadership and line management across TLG’s Programmes team’s key leaders, including TLG’s Head of Therapeutic Support, Head of Coaching, Head of Volunteer Programmes, Head of Programme Development and Head of Partnerships.
- Ensure programme leadership structures remain fit for purpose as programmes grow, while modelling emotionally healthy leadership that supports reflection, learning and resilience.

Church Partnerships & Church Connection

- Hold organisational responsibility for ensuring church connection sits at the heart of all programme design, delivery and growth, reflecting TLG’s conviction that the local church is central to God’s mission of restoration and hope for children and families.

JOB DESCRIPTION CONT.

- Work closely with the Head of Partnerships to lead the growth of new church partnerships across the UK, ensuring sales activity, pipeline development and programme readiness are tightly integrated.
- Champion a consistent, compelling church partnership journey from initial connection through to long-term partnership, ensuring churches feel equipped, supported and confident in responding to the needs they encounter.
- Lead an ambitious, child-centred approach to diversity and inclusion across programmes, ensuring our church partners and volunteers increasingly reflect and are equipped to meet the needs of the diverse children and families we serve, with a sustained focus on progress rather than one-off initiatives.
- Ensure programmes are designed in ways that strengthen churches rather than over-burden them, balancing accessibility with TLG's expertise.
- Ensure learning from church partners meaningfully informs programme development, innovation and adaptation.

Championing Therapeutic Practice & Safeguarding

- With the support of leading therapeutic experts in your team, champion therapeutic (clinical & non-clinical), trauma-informed practice across all TLG programmes, ensuring children's emotional wellbeing is central to design, delivery and evaluation.
- Working with the Head of Therapeutic Support and Head of Coaching, provide strategic leadership in embedding therapeutic approaches that help children understand their emotions, reshape thinking patterns and develop resilience, agency and hope.
- Ensure programmes are informed by best practice, emerging research and lived experience, while remaining accessible and scalable through churches, schools and volunteers.
- Champion TLG's Safeguarding Culture & Management team, ensuring best practice is embedded into all of TLG's programme activity for children, both in schools and in churches.

Impact, Theory of Change & Evidence

- Set and steward TLG's approach to impact and Theory of Change, ensuring it is coherent, credible and grounded in the lived realities of children and young people.
- Embed a strong culture of impact, learning and continuous improvement, enabling TLG to evidence meaningful change at both depth and scale as programmes grow.
- Provide strategic leadership on data, insight and impact analysis across all programmes, ensuring high-quality quantitative and qualitative data is collected, interrogated and translated into clear insight that shapes decision-making, strengthens programme design, and evidences impact to trustees, funders and partners. This role will be the organisational lead for programme-level data analysis.

JOB DESCRIPTION CONT.

- Use insight and evidence to drive courageous strategic choices, refining and strengthening programmes, stopping what is no longer effective, and investing in approaches that deliver the greatest and most sustainable transformation.
- Strengthen impact through partnership, building relationships that enhance learning, credibility and the ongoing development of TLG's Theory of Change.

Change, Innovation & Adaptive Leadership

- Provide discerning leadership through change and innovation, recognising TLG's pioneering context and ensuring new ideas are tested with courage, wisdom and appropriate discipline.
- Oversee a clear organisational approach to experimentation and learning, working with the Chief Executive, Executive Director and Head of Innovation & Executive Strategy to balance innovation with the stability and effectiveness of core programme delivery.
- Exercise strong strategic judgement in conditions of complexity, using evidence and learning to develop, adapt or stop initiatives, holding teams steady through ambiguity while keeping a clear focus on children, purpose and outcomes.

Collaboration, Influence & External Voice

- Work cross-organisationally to ensure programmes are integrated, fundable, scalable and well communicated, partnering closely with fundraising, advocacy, marketing, operations and digital to maximise impact and sustainability.
- Act as a credible external voice and strategic partner, clearly articulating TLG's programme impact, Theory of Change and long-term vision to funders, donors and partners, while building and stewarding partnerships that strengthen quality, reach and learning.

Additional Responsibilities

- Attend, fully participate in and, on occasions, lead daily Christian devotionals and times of worship for the staff team.
- Be able to lead and plan content that enhances the Christian mission and values of TLG at staff events.
- Attend TLG's Staff Conference two times a year. This includes active participation in corporate Christian prayer and worship and the opportunity to share faith testimonies of children involved in TLG programmes.
- Be prepared and willing to represent TLG at external events, including Christian exhibitions and festival, church talks, etc.
- Actively promote TLG's regular giving scheme and recruit a number of individuals to become regular 'Hope Givers'.
- Take on additional responsibilities for tasks as the role develops.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Degree level qualification 	
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"> <u>Strategic leadership</u>: ability to translate vision into clear programme priorities, roadmaps and outcomes. <u>Impact and outcomes focus</u>: strong ability to define, measure and communicate meaningful change in children’s lives through exceptional analysis and positioning of data. <u>Systems thinking</u>: able to hold together growth, quality, safeguarding, impact and sustainability. <u>Change leadership</u>: confident leading teams through uncertainty, experimentation and transition. <u>People leadership</u>: able to build resilient and high-performing teams. <u>Collaboration and influence</u>: skilled at working across functions (fundraising, operations, digital, advocacy) to enable programmes to thrive. <u>Track record in effective decision-making</u>: able to exercise wise judgement, balancing courage and discernment. <u>Communication</u>: able to articulate complex programme models and impact clearly to diverse audiences, including funders, churches and partners. 	<ul style="list-style-type: none"> Strong understanding of theory of change and impact frameworks. Experience using data, insight and learning to improve programme design and delivery. Confidence exploring how digital tools, technology or AI can increase effectiveness and release capacity. Ability to represent an organisation externally as a credible thought-leader in children’s wellbeing.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
EXPERIENCE	<ul style="list-style-type: none"> • Significant leadership experience in programme, operations, impact or service delivery, ideally within a complex, growing or forward-thinking organisation. • Proven experience: <ul style="list-style-type: none"> • Leading and developing senior leaders and specialist teams • Scaling programmes while protecting quality, safeguarding and depth • Experience working with or alongside: <ul style="list-style-type: none"> • Children and young people • Families facing disadvantage, trauma or emotional distress • Track record of leading through change, ambiguity and innovation, including making difficult decisions about what to stop, adapt or prioritise. • Experience working in partnership with multiple stakeholders, such as Churches, schools, community organisations or voluntary sector partners. 	<ul style="list-style-type: none"> • Experience working within a faith-based or values-driven organisation. • Experience designing or overseeing new programme development, pilots or innovation cycles. • Experience contributing to organisational strategy at executive or board level.
CHRISTIAN LIFESTYLE	<ul style="list-style-type: none"> • A vibrant and active Christian faith, with a deep personal commitment to prayer, humility and dependence on God. • A clear and compelling belief that the local church is central to God's mission of hope, restoration and care for children and families. • A leadership style that is relational, resilient and rooted in emotionally healthy spirituality. • Willingness and confidence to: <ul style="list-style-type: none"> • Participate in and lead Christian prayer, worship and devotionals. • Represent TLG in church and Christian settings. • Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith and commitment to Equal Opportunities. • To be an active member of a local church family. 	<ul style="list-style-type: none"> • Confidence integrating faith, professional excellence and therapeutic practice in leadership.

PERSON SPECIFICATION CONT.

	ESSENTIAL	DESIRABLE
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Alignment with TLG’s vision of fullness of life for every child, no matter what struggles they face. • Deep compassion for children and families facing adversity. • Courage to lead change while holding people with care. • Resilience and emotional maturity in demanding leadership contexts. • Ability to hold hope, realism and faith together. 	
ADDITIONAL	<ul style="list-style-type: none"> • Complete an enhanced DBS check prior to employment, which reveals no reason for the applicant being unsuitable to work with young people. • Provide 3 referees. At least one referee needs to represent Christian commitment and be able to comment on your faith and growth as a Christian. References will be taken up after final interviews. • Provide evidence of qualifications and suitability to work in the UK and appropriate qualifications. • Live within a reasonable travelling distance. 	



Application process

Apply today through our website:

www.tlg.org.uk/careers

- After clicking 'Apply', you'll be taken to an online application form. This will include uploading a personal statement explaining how you meet the criteria outlined in the job description for this role and your motivation for applying. There will also be some questions exploring how your faith relates to your working life, and an option to upload a CV later in the form.
- After the closing date, we'll be in touch via email. If you've been shortlisted for the role, you will receive an invitation for a short initial interview which will be held online.
- If successful following your initial interview, we'll then invite you to a final interview in person at our National Support Centre in West Yorkshire.

You can find the closing and interview dates in the role's advert on our website.

We would welcome applications from candidates from diverse backgrounds to enable us to better reflect the needs of the communities we serve.

Having trouble with your application?

If you have any problems with the online application process, please contact recruitment@tlg.org.uk and someone will get back to you as soon as possible.

Note: If you're having trouble, please check Website Tracking and Third-Party Cookies are enabled, and you have updated to the latest version of your browser and device software.