

## Youth Engagement & Early Careers Intern

|                           |                                          |                                 |                  |
|---------------------------|------------------------------------------|---------------------------------|------------------|
| <b>Job Level</b>          | Intern                                   | <b>Kornferry Function</b>       |                  |
| <b>Directorate</b>        | Movement, Influencing and Communications | <b>Function/Service</b>         | Youth Engagement |
| <b>Direct Reports</b>     | 0                                        | <b>Indirect Reports</b>         | 0                |
| <b>Line Manager Title</b> | Early Careers Manager                    | <b>Budgetary Responsibility</b> | 0                |

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

| Role description:           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <b>Purpose</b>              | To support the Youth Engagement team in projects that strengthen youth participation, career resilience and inclusive recruitment. The postholder will gather insights from young people and colleagues, contribute to the development of recommendations and resources, and support activities that improve understanding of access, participation and engagement for young people across the British Red Cross. This role provides an opportunity to gain practical experience in youth engagement and early careers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Key Responsibilities</b> | <p><b>Youth Engagement &amp; Participation</b></p> <ul style="list-style-type: none"> <li>Engage with young people and incorporate their views into project activities, resources and recommendations.</li> <li>Gather and present insights from young volunteers, interns, apprentices and service users.</li> <li>Contribute to the delivery of youth engagement events, workshops and activities.</li> <li>Contribute to the development of youth-centred resources and communications.</li> <li>Incorporate young people's perspectives into recommendations relating to recruitment, participation and early careers opportunities.</li> </ul> <p><b>Inclusive Recruitment &amp; Early Careers</b></p> <ul style="list-style-type: none"> <li>Analyse recruitment data relating to young people to identify ways to improve access to paid opportunities.</li> <li>Identify trends and insights relating to participation and recruitment outcomes for underrepresented groups.</li> <li>Research and share best practice in engaging and attracting diverse young people to paid opportunities.</li> <li>Contribute to improvements in recruitment and engagement activities for young people.</li> <li>Support promotion of internships, work experience and early careers opportunities.</li> </ul> <p><b>Career Resilience &amp; Development</b></p> <ul style="list-style-type: none"> <li>Gather insights into the skills, confidence and resilience that support progression into employment.</li> </ul> |

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|                                | <ul style="list-style-type: none"> <li>• Develop resources that help young people build career resilience and navigate recruitment processes.</li> <li>• Produce case studies and impact stories showcasing young people's development and experiences.</li> <li>• Support initiatives that improve young people's awareness of opportunities across the organisation.</li> <li>• Contribute to recommendations that support young people's career development and access to opportunities.</li> </ul> <p><b>Project Delivery &amp; Improvement</b></p> <ul style="list-style-type: none"> <li>• Contribute to the delivery of Youth Engagement and Early Careers projects.</li> <li>• Maintain project information and contribute to reporting and evaluation activities.</li> <li>• Build effective relationships with colleagues and stakeholders across the organisation.</li> <li>• Identify and share opportunities to improve young people's experiences and outcomes.</li> <li>• Contribute to final recommendations and project outputs.</li> </ul> <p>The responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.</p> |
| <b>Know-how</b>                | <p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• A genuine interest in supporting young people and creating positive opportunities for others.</li> <li>• Strong communication and interpersonal skills, with the ability to build positive relationships with a range of people.</li> <li>• Good organisational skills and the ability to manage competing priorities.</li> <li>• Ability to gather, analyse and present information clearly.</li> <li>• Confidence using Microsoft Office applications, including Outlook, Word, Teams and Excel.</li> <li>• Commitment to equity, diversity and inclusion.</li> </ul> <p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Experience of volunteering, youth participation, community projects or customer-facing roles.</li> <li>• An interest in youth engagement, inclusion, recruitment or early careers.</li> <li>• Experience of gathering feedback, supporting events, or contributing to projects.</li> </ul>                                                                                                                                                                                                              |
| <b>Additional Requirements</b> | <ul style="list-style-type: none"> <li>• Hybrid working between home and the British Red Cross London Office, with regular attendance in the office, including Wednesdays where possible.</li> <li>• Willingness to undertake occasional travel within the United Kingdom, including overnight stays where required.</li> <li>• Must be aged 18-25 and able to commit to a full-time internship from November 2026 to May 2027, in line with the funding criteria for this role.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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|-----------------------------------------------|--------------------------------------------------------|
| <b>Pre Engagement Checks</b>                  |                                                        |
| Highlight bold as required                    |                                                        |
| DBS- England & Wales                          | Adult/ Child/ Adult & Child Workforce/None             |
| PVG- Scotland                                 | Adult/ Child/ Adult & Child/ None                      |
| Access NI- Northern Ireland                   | Vulnerable Adult/ Child/ Vulnerable Adult & Child/None |
| Driver Check                                  | Yes/No                                                 |
| <b><u>International Roles Only</u></b>        |                                                        |
| International Police Check                    | Yes/No                                                 |
| International Driving Licence for manual cars | Yes/No                                                 |

|                       |  |                    |  |
|-----------------------|--|--------------------|--|
| <b>Role Reference</b> |  | <b>Review Date</b> |  |
|-----------------------|--|--------------------|--|

*For this role, we expect high volumes of applications. As such, it may not be practical or appropriate to interview all people living with disabilities that meet the minimum criteria. In this case, we may limit the overall number of interviews offered to both people applying under the disability confident scheme and applications made not under the scheme.*

### **Who is eligible for this role?**

This internship is open to young people aged 18-25 who can commit to a full-time placement from November 2026 to May 2027, in line with the funding criteria for this role.

We believe that a diverse range of perspectives, backgrounds and lived experiences strengthens our work and impact. We particularly welcome applications from people who are underrepresented in our organisation and the wider charity sector, including but not limited to people living with disabilities, people from ethnically diverse backgrounds, people with caring responsibilities and people from diverse socio-economic backgrounds. We recognise that talent and potential can be developed in many different ways. Whatever your background or experience, if you're keen to learn, grow and make a meaningful contribution, we'd love to hear from you.