

BECOME.

THE CHARITY FOR CHILDREN IN CARE
AND YOUNG CARE LEAVERS

Job description: Director of Policy, Campaigns & Communications

At Become, the national charity for children in care and young care leavers, we are determined to bring about the changes so desperately needed by care-experienced children and young people. To achieve this we are creating a new policy, campaigns & communications team and are looking for a creative, insightful and passionate person to lead our influencing work and form a key part of Become's Senior Management Team.

This is a vital role for Become which will lead on building a new team, setting our policy & research agenda, developing impactful campaigns and communications strategies which bring about real change and ensuring children and young people are at the heart of and shaping our organisation and that their voices are heard by decision makers and the public.

This is an exciting time to be joining Become as we embark on delivering a new 5 year strategy. The successful candidate will work as part of the Senior Management Team to shape the future of the organisation.

Become strongly encourages those with care experience to apply. We are committed to building a culturally diverse team and therefore encourage applicants from diverse backgrounds. Become's offices are wheelchair accessible.

Job Description

Job title: Director of Policy, Campaigns & Communications

Reporting to: Chief Executive

Purpose of role: To lead on building a new policy, campaigns & communications function with children and young people at its heart which brings about real change and ensures that the voices of children and young people are heard by decision makers and the public.

Headline terms and conditions

Salary: £50-55,000

Hours: 35 hours p/w (part time and flexible working arrangements considered)

Pension: 5% employer contribution

Leave: 28 days

Location: 15-18 White Lion Street, London, N1 9PG

Application Closing Date: 7th February 2020 (midday)

Interviews: w/c 17th February 2020

How to Apply: Please submit your CV and supporting statement of no more than 2 sides of A4 telling us why you're the right person for the job to recruitment@becomecharity.org.uk

If you would like to find out more or for an informal conversation about the role, please contact our Chief Executive, Katharine Sacks-Jones katharine@becomecharity.org.uk

Key responsibilities

- Build and lead a new policy, campaigns & communications function with a focus on bringing about change for care-experienced young people
- Form a key part of the Senior Management Team helping to shape the future direction of Become and to build and maintain a positive culture
- Ensure children and young people's voices are central to our policy, campaigning and communications work and develop new on and offline approaches to engaging greater numbers of young people
- Lead the development of Become's policy and research agenda, developing effective policy recommendations informed by the experiences and expertise of children and young people and lead the team to produce a range of high-quality outputs including research and policy reports, consultation responses and other content
- Lead the development of impactful public facing campaigns underpinned by robust and rigorous research and policy with a clear role for care experienced people as campaigners
- Ensure that young people's voices are heard by decision makers and the public; that Become's communications effectively reach target audiences and that our narrative and messaging is impactful, maintains a consistent voice and is reflective of our vision and values
- Build and maintain an effective network of relationships, including with central government, parliamentarians, opinion formers, journalists and the wider charitable sector
- Represent the organisation externally including at high level meetings and act as an effective spokesperson for Become at events and in the media
- Develop & manage the policy & campaigns budget
- Work with the Director of Fundraising & Engagement to identify opportunities to generate funds to support our policy and campaigning work

Skills/Experiences

- A strong leader and manager able to inspire a team and effectively coach and manage people to be their best
- A strategic thinker able to develop new ideas and turn these into action
- Sound political awareness and a strong understanding of how to shape the news and political agenda and influence the policy-making processes
- Track record of devising campaigns strategies for a national charity or a voluntary sector campaign which bring about change at a national level
- Experience of working with and empowering a charity's beneficiaries/supporters, particularly disadvantaged groups. Experience working with young people is desirable.

- Intellectual curiosity, a thorough understanding of research methods and approaches and the ability to think creatively and develop innovative, communicable policy and practice solutions
- Exceptional written and oral communication skills including the ability to interpret complex issues and communicate these in a compelling way to a wide range of audiences
- A strong team player able to develop collaborative working relationships, work in partnership and to develop and maintain networks of senior stakeholders
- Dynamic, driven and ambitious about creating change
- Knowledge of social policy issues and the children in care sector
- Commitment to social justice and to the rights of children and young people
- Experience of budget management