



# Join our team

UK Programmes and Policy Manager

£28,672 - £32,910 per annum

Full time, initial 12 months fixed term, London based with options to work from home





## About Protection Approaches

Protection Approaches was founded in 2014 to confront and prevent identity-based violence here in the UK and around the world. We work with those who make and shape decisions in order to strengthen prediction, prevention, and protection approaches to identity-based violence. We are a small and growing organisation of six members of staff and we are currently recruiting a UK Programmes and Policy Manager to join the team.

### Our values

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.



## Programmes

- Our **community initiatives** work with marginalised socio-economic, ethnic, religious and cultural groups to explore perceptions and experiences of prejudice, discrimination, and identity-based violence. We encourage community-led responses to hate crime – and the prejudice and marginalisation that can lead to such violence. We are breaking down barriers between victims and public officials, in the process helping to promote dialogue, encourage transparency, and strengthen community relationships.
- Our **education** team works with schools around Britain to develop and run programmes that equip students and teachers with the strategies they need to reject prejudice and violence. Our teacher training programmes help students and staff develop whole-of-school approaches to building a positive and inclusive culture both in the classroom and at home. We also work with national networks to ensure that schools are seen not only as formal places of learning but also as organic communities with shared values and interests.
- Since 2015, we have worked across the political spectrum in the UK to push the government to become a global leader on preventing all forms of identity-based violence. Our **advocacy** has encouraged the integration of ‘prevention thinking’ into decision-making and helped secure atrocity prevention as a priority in the UK’s new foreign policy framework. We will continue to work with our partners in civil society to improve understanding and strengthen implementation of timely, effective strategies that encourage the integration of prevention principles into UK trade, development, defence, foreign, and domestic policies.
- We undertake, commission, and coordinate **research** to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices. We also commission national social attitude and public opinion surveys that inform our work and priorities. Our monitoring and reporting cover a wide range of urgent issues, including the growth of COVID inspired hate crime; atrocity risks in Burundi, Cameroon, Myanmar, Sudan, and Syria; and increases in identity-based violence in post-Brexit Britain.
- We deliver bespoke **briefings and trainings** on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences – including local, regional, and national governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists – from around the world. We have provided everything from detailed briefings on impending or ongoing mass atrocities to big-picture trainings on how organisations and governments can implement more effective prevention strategies.





## UK Programmes and Policy Manager

**Salary:** £28,672 - £32,910 per annum

**Hours:** 35+ per week. With some travel and working the occasional weekend

**Location:** Our team are currently working from home and in our Kennington (London) office; you are able to work full time in the office if working from home is not possible or comfortable for you. In the future you will have the option to work part of the week from home rather than from the office and you will be frequently out and about.

### The role:

You will work directly with the Co-Executive Directors to design and project manage our UK focussed education and community programmes tackling identity-based violence. You will maintain and grow networks of community builders, educators and policy makers. You will gather and communicate evidence of 'what works' to inform local and national change. It is a varied role that will include:

### Programme management:

- Supporting the Co-Exec Directors to develop and execute the strategy for the education and community programmes
- Project managing and delivering various education and community projects, including the monitoring and evaluation of these projects
- Managing the financial records and budgeting for specific projects
- Working with Protection Approaches' team members and external partners to ensure delivery of specific project activities to agreed timescales
- Organising events, designing and delivering workshops, and hosting community activities including coordinating the technical, logistical aspects
- Fundraising and grant writing to support the UK programmes

### Policy and partnerships

- Following and engaging in political developments in the UK related to education and community cohesion
- Building and maintaining relationships with a variety of partners, including other civil society organisations, academics, policymakers, elected representatives and MPs' offices
- Producing desk research, reports and briefings translating evidence of what works in preventing IBV for policy makers and other stakeholders and disseminate with networks

**What we're looking for**

<p><b>Experience:</b> Managing projects including managing other team members and evaluating impact</p>	<p><b>Experience:</b> working at the heart of a team where your work overlapped with, and contributed to, many different functions and responsibilities</p>	<p><b>Experience:</b> Successful charity fundraising, particularly through grant writing</p>
<p><b>Skill:</b> Ability to write clear and engaging written materials that connect with a wide variety of people, from practitioners to policy experts, and from supporters to sceptics</p>	<p><b>Skill:</b> Ability to facilitate engaging and interactive workshops, meetings, events or activities with a range of audiences</p>	<p><b>Skill:</b> Ability to juggle competing priorities, projects and deadlines successfully</p>
<p><b>Personal quality:</b> A deep interest in UK politics and developments in UK education and community cohesion</p>	<p><b>Personal quality:</b> Comfort working within a small, but growing organisation that prioritises adaptability over the structures and processes found in big institutions</p>	<p><b>Personal quality:</b> A demonstrated commitment to advancing justice, social change, dignity and equality (either through volunteer work, or formal training e.g. a degree in a relevant subject)</p>

We particularly want to encourage people who might think twice before applying, including those from minority ethnic groups, LGBTQ+ applicants, applicants with disabilities, and anyone whose talent and experience might not be reflected in paid professional roles and formal qualifications. We hope to attract applications from those with relevant experience in a local, national or international settings.

If you have questions about the role or application process contact Andy Fearn at [andy.fearn@protectionapproaches.org](mailto:andy.fearn@protectionapproaches.org) or 07590041949

## Application Process

We invite candidates to submit the following via email no later than 11.59pm on Sunday 4th July 2021

1. The application cover form that can be found [here](#)
2. A short bio of maximum 150 words. With this, we're looking for a sense of your demonstrated commitment to advancing justice, social change, dignity and equality (either through volunteer work, or formal training e.g. a degree in a relevant subject). As this is a blind recruitment (see below) please write the bio in first person rather than using your name.
3. Write an op-ed of c.800 words that responds to a recent news story with implications for identity-based violence and/or social cohesion in the UK. You might want to think about:
  - how this issue might affect real people's lives
  - what are the current problems with government, civil society, and/or media responses to the issue
  - what changes can and should be made

When reading your op-ed, we're especially looking at:

Your ability to write clear, evidenced and engaging written materials that connect with a wide variety of people, from practitioners to policy experts, and from supporters to sceptics

Your political judgement and strategic thinking, and an ability to connect community experience to national change.

Please hyperlink references or evidence, as you would in a published online op-ed.

**Applications are to be sent to Nasyah Bando via email:**

**[policy@protectionapproaches.org](mailto:policy@protectionapproaches.org)**

**Please do not send your CV at this stage.**

## Selection process

This is a 'blind' recruitment process. This means that when long-listing and short-listing those who are assessing the applications will not be aware of the names of the candidates or other personal information

All applicants will be informed of the outcome of their application

An initial selection of long-listed candidates will be invited to complete an additional 'second round' task and share a full CV. In this second round long listed candidates will be asked to demonstrate:

- Experience working at the heart of a team where your work overlapped with, and contributed to, many different functions and responsibilities
- Ability to facilitate engaging and interactive workshops, meetings, events or activities with a range of audiences
- Experience managing projects including managing other team members and evaluating impact
- A demonstrated commitment to advancing justice, social change, dignity and equality (either through volunteer work, or formal training e.g. a degree in a relevant subject)

From those who complete the second round task we will select a short-list of candidates for interview which will take place virtually (we will discuss any scheduling needs around caring commitments).

All short-listed candidates will be informed of the outcome of their interview

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Further information can be found at [protectionapproaches.org](https://protectionapproaches.org)

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