

Join our team

Political and Public Affairs Adviser

At a time of growing polarisation, diversifying identity-based harms and intensifying pressures on democracy, this is a rare opportunity to help shape how the UK prevents and responds to these challenges. You'll work at the intersection of politics, policy, and strategy, developing practical solutions, engaging with senior decision-makers across government and Parliament, and bringing together varied expertise to strengthen the protection of people, rights and democracy.

Salary:	£42,000 - £48,000 per annum depending on experience
Contract:	Permanent
Hours:	Full time, 35 hours per week, flexible working hours
Location:	Based at Protection Approaches' offices in London, with optional 2 days from home
Deadline:	Sunday 29 November, 11.59pm

About the role

We are looking for someone who loves politics. Not just policy, but politics. We want someone with a strategic mind who can see the big picture but can also get stuck into the detail of complex issues in order to develop ideas, and turn evidence into practical proposals for change.

This is a highly dynamic role for someone who believes in and can be excited by strategic influence. You'll already be following what's happening in Westminster; understand the limits of the Whitehall bubble but also have an experienced read of its equities. You'll know and follow the personalities, relationships and competing interests that shape political decisions, know the difference between what's being said publicly and what's happening behind the scenes, and enjoy working out where opportunities for engagement might lie.

You'll need to be someone who is an excellent desk researcher and writer, who enjoys exploring complex policy questions. Whether it is drafting a speech, turning around a rapid policy note, writing

up the conclusions of a roundtable or writing a longer piece of analysis, you'll be able bring together different perspectives and develop well-evidenced creative but realistic recommendations.

You'll be joining Protection Approaches at a critical moment for the protection of human rights and democracy, here in the UK and internationally. From helping shape national approaches to preventing identity-based violence and responding to the weaponisation of identity, to strengthening community cohesion and building resilience against polarisation, our work brings us into conversations with senior figures across government, Parliament, national institutions and civil society. You'll have the opportunity to contribute to some of the most pressing political and policy challenges facing the UK and its role in the world. Part of your role will be to identify the best research and experience from communities across the country, Europe and internationally, to help develop that evidence into practical solutions and then ensure those options reach the people making decisions.

We want someone who understands that making change happen requires both good policy and good politics. Someone who can spend a morning researching an emerging issue, an afternoon bringing together civil society partners to develop a shared position, and an evening building relationships with people working in Westminster.

The role combines political analysis, policy research and development, relationship-building, and practical influencing. You'll work closely with our Co-Executive Directors and colleagues across the organisation to identify emerging challenges, develop policy solutions, convene discussions, and get our ideas in front of the people who can act on them.

You might be preparing a detailed research report, organising a roundtable with parliamentarians and NGOs, drafting an urgent briefing for a ministerial adviser, or identifying an opportunity created by a political development. Often, you'll be doing several of these things at once.

You'll work from our office in London and be able to attend varied events in the capital during the week. The role involves domestic and international travel, where you'll be expected to provide varied support in developing itineraries and coordinating events abroad.

What we're looking for

We are interested in the skills, experience and personal qualities you bring to this role, rather than a particular career path or set of qualifications.

Political understanding and curiosity

- A deep and genuine interest in UK politics, including the big and small stories, personalities, relationships, shifting priorities and developments that shape political decisions.
- A strong understanding of how Westminster, Whitehall and the wider UK political system work, including both formal processes and informal routes to influence.
- Sincere recognition that defending people and democracy require a breaking down of outdated binaries between the 'domestic' and the 'international'.

Relationships and engagement

- Existing political networks and relationships

- A comfortable ability to build and maintain relationships with different people, including confidence engaging with political figures, government officials, civil society organisations and other stakeholders.
- An understanding of how relationships, evidence and political opportunities inform decisions and secure change.
- The ability to bring people together, facilitate productive discussions and identify opportunities for collaboration.
- Initiative, creativity and resourcefulness in identifying and pursuing opportunities to advance our work.

Research, analysis and communication

- Excellent research and analytical skills, with the ability to get to grips with complex issues, critically assess evidence and develop well-founded conclusions and recommendations.
- Outstanding writing skills, including the ability to produce clear, persuasive and engaging briefings, reports, policy papers and other materials for different audiences.
- The ability to work at different speeds, from producing high-quality written materials at very short notice to undertaking more substantial pieces of research and policy development.

Personal qualities

- A demonstrated commitment to advancing justice, dignity, equality and human rights.
- Intellectual curiosity, creativity and enthusiasm for understanding and responding to complex political and policy challenges.
- Confidence working both independently and collaboratively in a small, dynamic organisation that values adaptability, initiative and ambition.
- An appreciation that achieving meaningful change requires both long-term work and the ability to respond quickly when opportunities arise.

Experience

We expect candidates to have experience working in UK politics, policy, public affairs or related fields. This might include working in an MP's office, a political party, government, a think tank, a public affairs consultancy, a civil society organisation or another politically engaged institution. We are particularly interested in candidates who can demonstrate experience across several of the following areas:

- Political research, analysis and monitoring.
- Policy research, development and writing.
- Engagement with parliamentarians, political advisers, government officials or other decision-makers.
- Building and maintaining relationships with external stakeholders.
- Convening meetings, roundtables, coalitions or other forms of collaborative policy engagement.
- Identifying and acting on opportunities to influence policy or political decisions.

We do not expect candidates to meet every criterion. We are looking for someone with a strong combination of the skills, experience and personal qualities outlined above, and the enthusiasm and capacity to develop further.

Core responsibilities

Political intelligence and strategic engagement

- Monitor and analyse developments across UK and international politics, including the connections between Westminster, European security and wider geopolitical developments, identifying emerging opportunities, risks and trends relevant to Protection Approaches' work.
- Maintain a strong understanding of the political landscape, including the people, relationships and institutional dynamics shaping political and policy decisions.
- Provide timely political analysis and advice to colleagues, helping to inform our priorities, positioning and engagement.
- Identify opportunities for Protection Approaches to contribute to political and policy discussions, and help develop creative and effective approaches to engaging with decision-makers.

Relationships and engagement

- Build and maintain productive relationships with parliamentarians, political advisers, government officials, journalists, think tanks, civil society organisations and other relevant stakeholders.
- Work closely with the Co-Executive Directors to support and strengthen their relationships with senior political figures, government officials and other stakeholders, including preparing for meetings, identifying opportunities for engagement and coordinating follow-up.
- Represent Protection Approaches in meetings, policy discussions, parliamentary events, coalitions and other forums.
- Organise and participate in UK and international visits, missions, learning trips and meetings, including travelling alongside the Co-Executive Directors, supporting senior-level engagement and contributing directly to discussions and activities.

Policy research and development

- Undertake desk-based research and analysis to develop Protection Approaches' policy positions, proposals and recommendations, drawing on evidence and expertise from colleagues, partners and communities.
- Produce high-quality written materials, including research reports, policy papers, briefings, consultation responses, speeches, correspondence and opinion pieces.
- Translate complex research and policy issues into clear, compelling analysis and practical recommendations for political and institutional audiences.
- Respond rapidly to emerging developments and requests for analysis, including preparing briefings and other materials at short notice.

Convening and collaboration

- Organise and coordinate roundtables, policy discussions, briefings, dinners and other events bringing together political figures, policymakers, researchers, civil society organisations and other stakeholders.
- Engage with NGOs, coalitions and networks to exchange expertise, develop shared analysis and identify opportunities for collaboration.

- Support the development of collective policy positions, recommendations and initiatives with relevant partners.
- Connect Protection Approaches' community-based work, research and political engagement, ensuring that the experiences and insights of communities help inform policy discussions and recommendations.

Working at Protection Approaches

Protection Approaches is a small, ambitious and highly collaborative organisation. Working in a small team means being willing to muck in, take initiative and turn your hand to whatever needs doing. We value people who take ownership of their work, pay attention to the details, look for ways to make things happen and are as comfortable contributing to the everyday running of the organisation as they are contributing big ideas. We work hard, support one another and believe that no task is beneath anyone. In return, you'll have real opportunities to shape our work, take responsibility and make clear contribution to the organisation's direction and impact.

We know that the nature of our work can sometimes mean additional demands on our team that would not be found in other sectors. Through the work we do, we all come into contact, often daily, with those who have varied proximities to or experience of identity-based violence. Additionally, the responsibility we have to those communities we work with and the importance of the work we do can sometimes mean longer hours or stressful workloads during certain periods, particularly at times of political or humanitarian crisis where our work can make a difference. The nature of our work and its pressures are also rapidly changing. These are unavoidable aspects of Protection Approaches' work. However, as an organisation we are constantly trying to adapt the ways we ensure the wellbeing of our team. We have a series of measures in place to support our staff deliver this difficult but vital work:

- Flexi hours — all staff members at Protection Approaches work flexible working hours allowing them to better plan their workload as well as make time for things they need to do outside of work.
- Employee assistance programme — all staff members have access to a free employee assistance programme including a 24/7 helpline with trained operators able to help and advise on any issue you are facing, including referring you and/or your family to free counselling services.
- Training and support— from pre-emptively preparing for impacts of our work to strengthening cyber and personal security protocols, we recognise the challenges that come with working in our field during a period of rights rollback and intensifying efforts to undermine our wider movement. All team and specific trainings are part of team and personal professional development.
- Duvet days — all staff are entitled to take 'duvet days', which are unscheduled day's leave from work, taken to alleviate stress or pressure, that do not count against holiday days or sick days.

How to apply

To apply, please send the following to recruitment@protectionapproaches.org by 11.59pm on Sunday 29 November 2026

1. **Your CV**

An up-to-date CV outlining your relevant experience.

2. **A short statement (maximum 200 words)**

Tell us why you want to join Protection Approaches and what interests or excites you about this role.

3. **Answer the following questions (maximum 250 words each answer)**

- Give us an example where you have engaged with a UK political, government or parliamentary process, including your contribution and the outcome.
- Give us an example where you brought together stakeholders with differing priorities to achieve a shared objective. What was your role, and what made the collaboration successful?
- What recent development in UK or international politics do you think Protection Approaches should be paying attention to, and why? What opportunities might it present for us to influence policy, political debate or decision-making?

Selection process

We aim to make our recruitment process as open, fair and accessible as possible. We particularly encourage applications from people who might otherwise think twice about applying, including people from minority ethnic groups, LGBTQI+ applicants and disabled applicants.

In the first round, applications will be assessed based on candidates' relevant experience; their motivation for applying and interest in the role; and their political understanding, analytical thinking, research and communication skills.

Shortlisted candidates will be invited to interview.

All applicants will be informed of the outcome of their application, and feedback will be offered to candidates invited to interview. We aim to progress the recruitment process as swiftly as possible but as a small team, which does all the recruitment in-house, this can sometimes take longer. Please bear with us and know that we will always get back to you with the outcome of any application.

If you have and questions regarding the role or require any adjustments to the application or selection process, please contact

recruitment@protectionapproaches.org.

Please note that applicants must have the right to work in the UK.