



Join our team

Director of Policy

£45,000 - £50,000 per annum



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 organisation of seven members of staff and we are currently recruiting a Director of Policy 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.



Director of Policy

Salary: £45,000-£50,000 per annum

Hours: Full time, 35 per week. Flexible working hours with some travel and working the occasional weekend

Location: For now our team are all working a mixture of remotely and from home and in our Kennington, London Office. You will be able to work full time in the office if working from home is not possible or comfortable for you, and you will have the option to work part of the week from home rather than from the office if you prefer.

The role:

Over the past eight years, Protection Approaches has grown from a wild idea into a dynamic organisation that is playing a critical role in redefining how the UK and the rest of the world understands and prevent identity-based violence. We have grown in size, reach and impact. We are excited to now be making some changes to our leadership structure in order to better meet new opportunities to grow that impact. Protection Approaches is restructuring and expanding its executive team and looking for a Director of Policy to join that team. Alongside the co-founders this new hire will play a core role in continuing to develop Protection Approaches' leadership structure and in steering the organisation into a new phase of growth and consolidation

The Director of Policy will be comfortable representing the organisation at the highest level, from speaking with the press to managing donors to briefing states on situations of concern. This is a leadership role and so we are looking for someone excited by contributing to the creation of innovative, sustainable, equitable work environments.

As Director of Policy you will lead the development of the organisation's research portfolios, policy networks, and strategic engagement. Protection Approaches' works to prevent identity-based violence at home and internationally. We are looking for someone with a strong background in UK foreign policy with a proven track record of securing change, publishing policy outputs to a very high standard, and with well developed networks in the fields of human rights. There will be considerable opportunity for the Director of Policy to develop their own portfolio of written outputs, from academic publishing to media op-eds, to policy papers.

The Director of Policy will work with the rest of the executive team and with the Strong Communities programme, to develop Protection Approaches' Stronger Communities policy strategy over the next three years.

The role will include line management of all research, policy and communications staff, overall project management of research and policy projects, and supporting fundraising for research and policy programmes. The Director of Policy will also management of some HR and MEL processes. This role will be a core third member of the leadership team and will work with that team and the board to set the strategy and direction of the organisation.

This is a rare and exciting role that will require leadership, energy and enthusiasm. The job description will necessarily evolve over the first twelve months, alongside changes to the whole executive team. Protection Approaches is a small team of seven fulltime staff supported by two research fellows. This means that we are dynamic and flexible but also that roles and responsibilities are shared across the team.

Project management:

- Develop and manage the Research & Policy programme and strategy
- Responsibility for managing major grant funded research and policy projects including budgets, evaluation, and reporting to donors
- Line manage Protection Approaches' team members in Research & Policy
- Manage external stakeholders to ensure delivery of specific project activities to agreed timescales
- Organise and oversee organisation of (on- and offline) events, workshops, and activities

Managing Policy and Partnerships

- Build and maintain relationships with a variety of partners, including other civil society organisations, academics, policymakers, parliamentarians, and some funders
- Produce, commission and oversee desk research, reports and briefings translating evidence of what works in preventing identity-based violence and mass atrocities for policy makers and other stakeholders
- Develop innovative pathways to policy, influence and engagement in the UK and internationally
- Represent the organisation as a senior level, from delivering briefings to public events or in the media
- Keep up to date in political developments in the UK, from foreign affairs to domestic challenges relating to identity-based violence

Organisational Development

- As part of the executive/leadership team, ensure successful delivery of the organisation’s 2021-23 strategic plan and funding strategy
- Contribute to the constant evolution of PA’s work culture
- Together with Kate Ferguson, develop the future PA’s policy programme and strategy, including development of a Stronger Communities pathway to policy
- Work with the board, executive team, and staff to ensure the sustainable, successful development of Protection Approaches, which in a small team will involve ad hoc as well as ongoing responsibilities

What we’re looking for

Experience: Well evidenced experience writing clear and engaging written materials that connect with a wide variety of people, from practitioners to policy experts, and from supporters to sceptics	Experience: Several years’ experience of fundraising and managing budgets in the peace and security sector	Experience: A proven record of leadership, strategic development, and developing organisational policies and practices
Experience: Proven track record of coordinating successful policy oriented advocacy campaigns	Experience: Several years of experience project management and managing other team members	Knowledge: Familiarity with monitoring and evaluation processes, and ability to translate programme outcomes into policy recommendations
Knowledge: A deep interest and knowledge of UK politics, the international system, the peace and security sector, international human rights, and international relations	Personal quality: Comfort managing staff in a small, but growing organisation that prioritises adaptability over the structures and processes found in big institutions	Personal quality: A demonstrated commitment to advancing justice, social change, dignity and equality in the fields of foreign policy, peace and security, and or international human rights

Some practical considerations

We’re all learning to be more flexible in how and when we work. If flexible working hours would help you do this job, or if talking about them might make you more likely to apply please get in touch.

Our office is based in London and before Covid, a lot of our in-person work was done in London, with local partners and in Westminster. You will need to be able to spend time with the team in the London office and attend meetings and events.

Recruitment Process

Application Process

We invite candidates to submit the following via email no later than 11.59pm Friday 20 May. We will be holding interviews on a rolling basis in order to accommodate timelines of candidates and diaries of the recruitment panel. Please let us know if there are any timelines we should be aware of.

We strongly encourage potential candidates to reach out for an informal conversation before applying. To do so please contact Kate Ferguson on kate.ferguson@protectionapproaches.org

1. The application cover form that can be found [here](#)
2. A cover letter or statement. Please tell us why you want this job and why you want to work with us. We will be assessing applications using the matrix of personal qualities, skills and experience so do keep that in mind. If there are other things you think we should know, however, do tell us!

Applications are to be sent to Detmer Kremer via email: 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 including list of publications.
- All short-listed candidates will be informed of the outcome of their interview

Our selection process is guided by the matrix of knowledge, personal qualities, and experience. This is how we assess written applications and interviews. Please keep this in mind when applying and if you are invited to interview. We do not expect anybody to be able to demonstrate all these nine attributes to the same degree but we are looking for a good balance—these are the attributes we consider important in delivering the job description.

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 Kate Ferguson at Kate.Ferguson@protectionapproaches.org or 07715475357

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Further information can be found at protectionapproaches.org

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