

**38 DEGREES**  
people. power. change.



Chief  
Executive





## Welcome from the Chair

Thank you very much for your interest in becoming our Chief Executive at 38 Degrees. We are excited to be looking for the person who will take this important organisation forward to even greater success.

Established a decade ago, 38 Degrees is an influential online campaigning organisation, involving more than 2 million people from every corner of the UK. Everything we do is driven by our members. We are passionate about empowering people to have a voice and influence the most important issues facing the UK today. Our campaigns are chosen and led by our members and we hold the most powerful to account, to stand up for a fairer society.

This is an exciting and challenging time to join us. At a time when party politics in the UK could arguably be described as broken, it has never been more important to have an organisation like 38 Degrees, committed to engaging and mobilising people to achieve progressive change.

As an organisation we have also been through challenging times and we are looking for an exceptional leader to take us forward. Our new Chief Executive will lead the organisation at a pivotal point, working with the Board, Senior Leadership Team and staff team to develop a new strategy to deepen and extend our impact in an incredibly volatile and unpredictable political context.

We are looking for someone who combines passion to make the world a better place with the ability to develop, maintain and evolve a positive, sustainable and transparent organisation both for the short and long term. True leadership qualities such as strategic thinking; capacity to manage uncertainty; having the insight and emotional intelligence to connect with and inspire others, resilience and the ability to maximise opportunities for an innovative and agile organisation are all skills we are looking for. Also, the ability to identify and develop links with networks and influencers that will help 38 Degrees and its members achieve its goals. Finally, you will understand what it means to be genuinely member-led, and able to respond rapidly, decisively and effectively to a fast-evolving context.

This is an opportunity to shape our future, working with a highly motivated and engaged team who are committed to responding to the issues our members care about. If you share our commitment to progressive change and believe you have the skills, experience and qualities we are looking for, we very much look forward to hearing from you.

**Srabani Sen**  
Chair of the Board



# What we do

38 Degrees is one of the UK's biggest campaigning communities, involving over 2 million people who campaign to make the UK a better place. 38 Degrees aims to shift the centre of gravity in UK society towards a shared set of values which we think would make it better: freedom, fairness, equality, human rights, community, peace, sustainability, and democracy.

We aim to make this shift in the centre of gravity happen by bringing large numbers of people together who share most or all of these values. We aim to work pragmatically within this large, mainstream community, to seek out and take the "next available step towards a better society".

In the space of a week, millions of members could be campaigning on anything from protecting our NHS and stopping cuts to Universal Credit, to saving local libraries and pushing for laws that welcome more refugees. Most recently we have been campaigning and lobbying to stop a no deal Brexit, having not taken a leave or remain position. As you will appreciate, this campaign continues to evolve.

38 Degrees is fiercely independent. We don't take donations from political parties, or big donors. We're run on hundreds of thousands of small donations from the public. This independence means we never have to hold ourselves back from taking on those with power and can truly listen to our members.

38 Degrees has two offices: one in London and one in Edinburgh, and lots of the team choose to work remotely fairly regularly. The 38 Degrees culture is honest, kind yet challenging, supportive, courageous, and respectful.

We're currently a team of 45 (October 2019) staff and have a turnover of approx. £5.7 million (Y/E 30 Sept 2018).

Further information is available at <https://home.38degrees.org.uk/>

# Role Description

<b>Role title</b>	Chief Executive
<b>Key internal relationships</b>	Chair, Members of the Board, Senior Leadership Team, wider staff team
<b>Direct reports</b>	Campaigns, Director of People & Finance, Four Campaign Directors

## **Purpose and Scope of the Role**

To provide strategic direction to 38 Degrees, working with the Board and the Senior Leadership Team, ensuring maximum positive impact and the long-term sustainability of the organisation.

To be an inspirational leader of the 38 Degrees team, living and applying our values in and outside the organisation.

## **Main responsibilities**

### **Strategic leadership**

- Provide vision and thought leadership to motivate and engage staff and drive the organisation forward
- Lead on the development and delivery of 38 Degrees' strategy
- Maintain oversight of all aspects of organisational performance, working with the Senior Leadership Team to monitor impact
- Work with the Board, Senior Leadership Team and external agencies on reputation management as needed
- Line manage and support the Senior Leadership Team to fulfil their roles and to motivate and support the wider staff group

### **Campaigning**

- Uphold a vision about the role 38 Degrees campaigns can play to fulfil its mission, championing our member-led approach
- Provide strategic oversight of our campaigns to ensure they support our mission, reflect our values and are focused on where the most impact can be achieved
- Champion our member-led approach
- Ensure 38 Degrees maintains its leading-edge using technology in campaigning
- Ensure that our members represent a cross-section of UK society
- Observe the broad political context and track how that and society is evolving, to inform how 38 Degrees needs to move forward

## External engagement

- Be an ambassador and spokesperson for 38 Degrees when needed, including in the media
- Build the profile of the organisation in a way that supports our member-led approach, and highlights the campaigns and values 38 Degrees promotes
- Advance the work of 38 Degrees through outreach and liaison with other organisations (e.g. government and other NGOs) as required
- Work with like-minded organisations to build alliances and coalitions to strengthen the progressive movement in the UK

## People leadership

- Lead the organisation in keeping with modern, progressive working practices, where employees are valued and empowered and where feedback and challenge are cultural norms
- Enable staff to actively participate in creating and maintaining a healthy working culture that empowers staff to deliver impact
- Manage change effectively
- Maintain a positive relationship with the trade union (trade union recognition is currently being progressed)
- Enable the Board to maintain adequate oversight of staff wellbeing

## Governance

- Support the Board and governance of 38 Degrees, and ensure high quality board support
- Ensure that regular reports are presented to the Board and its committees on the progress of the organisation in meeting its targets, plans and responsibilities, and in providing information and analysis across its activities
- Support the relevant Director and the Treasurer to support the Finance, Compliance and Risk Committee, and attend the Committee
- Work with the Chair to plan Board meetings

## Finance and Risk

- Maintain strategic oversight of the financial health of the organisation, working with colleagues and the Treasurer
- Ensure there is a sound long-term financial strategy in support of the organisational strategy
- Assess when it is warranted to take appropriate risks in pursuit of our mission, and manage such risks effectively - including involving the Board when needed
- Ensure regulatory requirements, including on financial reporting, are met
- Ensure key general risks facing the organisation are identified, managed and monitored

## Other

- Commit to continued development as a leader
- Any other reasonable functions or tasks as required

# Person Specification

In your written application please provide evidence of your knowledge and experience against the first part of the person specification below. For selected candidates, skills and abilities, and leadership style will be further tested through the subsequent interview process.

## Knowledge and Experience

- Experience gained at senior management level in an innovative and agile organisation, ideally with experience of working with a Chair and Board (or equivalent)
- Direct leadership of/involvement in developing strategy and leading successful change
- Exceptional people leadership skills
- Sound financial management experience with a firm understanding of risk and working with colleagues to manage and mitigate it
- Strong awareness of and insight into the UK political context, with an understanding of UK society and culture and how it is evolving
- Experience or ability to maintain a constructive and collaborative relationship with any recognised Trade Union

## Desirable

- Experience of campaigns and campaigning
- Experience of external communications and working with the media

## Skills and Leadership Style

- Able to develop and hold a clear vision for 38 Degrees which serves our mission
- Clear leadership style; creates strong teams and has the capacity to inspire and motivate staff and stakeholders to deliver an ambitious strategy
- Flexible and adaptive to different contexts and situations; able to operate affectively in a fast-paced environment
- Open and transparent with a collegiate and collaborative leadership style
- A creative thinker; able to use innovative techniques and tactics, taking the right kinds of risk at the right time to drive the organisation forward
- Entrepreneurial; able to identify and take advantage of opportunities to scale up impact

## Personal Attributes

- Strategic and ambitious
- Able to put your own views aside to serve the mission of 38 Degrees
- Committed to high staff engagement and empowerment
- Calm, balanced and resilient
- Personable and approachable - high integrity, low ego
- Committed to diversity and inclusion
- Aligned and committed to the values and ethos of 38 Degrees, particularly of serving our membership

**There are no formal education requirements for this role.** As long as you can show us you have the skills we don't mind where you got them from! Also important to us is your potential to learn and grow in the role so even if you don't have 100% of what's listed, we want to hear from you.

## Our commitment to Diversity & Inclusion

38 Degrees wants to make democracy work for everyone. That means living up to that mission by having a team that represents our membership and our location, making 38 Degrees a genuinely inclusive space to work. 38 Degrees is striving to build a team that is truly inclusive. We welcome applications from marginalised groups, particularly people of colour, trans and non-binary people, older and Disabled people.

**38 Degrees is deeply committed to inclusive working practices, so during the application process we commit to:**

- Paying for childcare whilst you're at 38 Degrees interviews or tasks
- Paying for your travel costs to the office and back
- Making any reasonable adjustments - for example ensuring we have BSL interpreters organised in advance if you'd like them
- If there anything else you're concerned about or think we could provide, please let us know



# Terms of Appointment

<b>Salary</b>	£80,000
<b>Pension</b>	There is a 7% employer's contribution to the workplace pension scheme once probation is cleared (3% before then)
<b>Leave</b>	Annual Leave is 27 days per annum plus Bank Holidays
<b>Location</b>	The CEO is based at our London office, EC1
<b>Contract</b>	This is a permanent full-time appointment although we will consider flexible approaches to its fulfilment e.g. working from home or job shares
<b>Hours</b>	40 hours per week with flexible working. The CEO may be expected to work occasional evenings and weekends as required in order to perform the role effectively
<b>Other benefits</b>	24-hour employee support line, enhanced family leave policies, childcare vouchers, cycle to work scheme, free annual flu vaccination, rental deposit loan, contribution to eye tests
<b>Probation</b>	There will be a probationary period of six months during which time one month's notice will apply on either side.
<b>Notice</b>	After successful completion of the probationary review, a minimum three months' notice on either side.

*Please note that any offer of work will be conditional upon the successful candidate:*

*1. having the right to work in the United Kingdom which (i) is not invalid, (ii) has not ceased to have effect, or (iii) is not subject to a condition preventing him/her from accepting the employment; or*

*2. obtaining the right to work in the United Kingdom prior to commencing work.*





# How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact [Katy.Giddens@starfishsearch.com](mailto:Katy.Giddens@starfishsearch.com) and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/38-degrees-chief-executive/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a supporting statement that sets out why you think this role is the right move for you and how you meet the Knowledge and Experience criteria.

Closing date Monday 9th December 2019

First round interviews During December 2019

Agreement of the final shortlist End of w/c 6th January 2020

References taken up for shortlisted candidates To follow shortlist candidates

Interviews with 38 Degrees End of w/c 13th and w/c 20th January 2020



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