

38 DEGREES
people. power. change.



People
Director

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Starfish

Who are we?

38 Degrees is made up of more than 2 million people from all walks of life across the UK. We have different backgrounds and opinions, but we all agree – politics works better when more of us get involved.

38 Degrees helps make that happen, by giving people in every corner of the country the tools to make our voices heard on the issues we care about. Together, we sign online petitions, chip in to fund expert research and talk to our MPs. 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. We run campaigns which help make Britain a better and fairer place to live.

38 Degrees is independent. The 2 million of us who take part vote for all political parties and none, and we're funded by tens of thousands of small donations from members of the public.

We don't just seek to change the outside world either; at 38 Degrees, we're always learning how to be even more mindful of how our country, our priorities and our team is changing, and are as responsive as possible to ensure our culture is as inclusive and considerate as humanly and technologically possible.

The 38 Degrees culture is honest, kind, supportive, courageous, and respectful. We move fast, and frequently change plans to respond to events. We work hard but we also have fun. We're currently a team of 42 staff based in London, Edinburgh and elsewhere through the UK.

Employee Value Proposition

Tagline

We've got a powerful mission and exceptional people bringing it to life.
Create a fairer world in an impactful, engaging and adaptive way.

Pillars

Learn every day

We're trying to better the world - and we can't do that without bettering ourselves in the process. Our collaborative and supportive nature means no question goes unanswered, and we aim to continuously grow as individuals and a team.

High trust, high impact

Whether you're one of our uniquely empowered interns or an experienced team member, trusting comes naturally to us. We all need support sometimes (or extra hands!) but we also have the space to go and thrive!

We belong, no exceptions

We're a team of passionate, extraordinary, kind, respectful individuals - and we wouldn't have it any other way. We make sure everyone feels seen and heard, and as a result believe our team is more creative, productive and safe.

Who should apply?

As the People Director and member of the Senior Leadership Team (SLT), you will play a crucial role in developing an innovative strategy to invest in and empower our fantastic team as we embark on the next phase of our journey with the launch of our new strategic plan. This is a new role for 38 Degrees and, along with our CEO, you will have the ability to shape it and define what success looks like.

You'll be a senior HR Professional who is passionate about supporting our team members to thrive, and ensure that we can attract, hire and retain exceptional people. You'll bring your own experience of designing best in class initiatives and be proactive in learning new and emerging trends.

You will have high standards of yourself and others, and work at all times to help 38 Degrees be the best it can be. As a member of the Senior Leadership Team (SLT), you will play a role in helping to drive strategic priorities forward at 38 Degrees.

You'll need to be comfortable operating at a strategic level and also be willing to work closely with a small team on operational matters. Building strong relationships and being able to quickly develop a rapport with the wider team is key to being successful in this role.

There are a number of things that we'd love to see in candidates for this role:

- You can balance positive and engaging people skills, with the ability to ensure rigour - accuracy, detail and reporting.
- You should enjoy working in a fast-paced, agile environment; you're able to grasp issues quickly and demonstrate a collaborative approach to problem solving, comfortable working outside your usual remit as required.
- Be willing to challenge the status quo, to find innovative answers and seek continuous improvement in systems and processes.
- Whilst there will be some capacity available across the team to support this role, you will also need to demonstrate a willingness to get involved in the day to day and the detail.
- Not-for-profit sector experience would be useful, but it is more important to have a understanding and experience of how small-medium size organisations grow and evolve and that could come from a variety of different sectors.
- It is important that you have an interest in campaigning and can take a collaborative approach when working with people across the organisation.

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 the skills listed we want to hear from you.

What will you do?

People and Culture:

- Overall responsibility for people and culture, including working with SLT to create and sustain a healthy, positive, and high performing organisational culture.
- Working collaboratively with the team and where appropriate the union on improving and innovating policy and practice.
- Playing an active role in driving our anti-oppression working group internally, taking the lead on agreed aspects of this work for 38 Degrees.
- Ensuring staff have access to high quality support and training to so they can develop and grow.
- Reviewing and strengthening leadership and management development.
- Working with colleagues to manage change and continuous improvements.
- Leadership on employee relations.

Leadership and Management:

- Operate strategically and collegiately as part of the Senior Leadership Team to ensure 38 Degrees is fit for the future, maintaining its innovative edge.
- Motivate and manage the internal people and operations teams to deliver high-quality, high-impact work in pursuit of our goals, developing them individually and as a team.
- Continue to learn and develop self, working with the CEO and the SLT, and supporting others to learn and develop.

People, Policies and Practice:

- Overall responsibility for people and culture policies and practice; and interaction with staff and union on HR matters. This includes:
 - o HR policies and contract management.
 - o Oversight of pay and remuneration.
 - o HR processes and systems, including in relation to performance review and accountability.
 - o Trade Union working relationship.

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. We are currently under-represented by people of colour, trans and non-binary people, older people and Disabled people. We welcome applicants from these groups.

What's next?

38 Degrees is 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 – and for overnight accommodation if you're travelling from a long distance. Right now though, given the restrictions COVID-19 presents, we are expecting all interviews to be held online using zoom.
- 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

Salary

Circa £65,000 per annum.

Pension

There is a 7% employer's contribution to the workplace pension scheme once probation is cleared (3% before then).

Leave

Annual Leave is 27 days per annum plus Bank Holidays.

Location

UK based (with some travel to London if not London based).

Contract

This is a permanent full-time appointment although we will consider flexible approaches to its fulfilment e.g. working from home or job shares.

Other benefits

24-hour employee support line, enhanced family leave policies, cycle to work scheme, free annual flu vaccination, rental deposit loan, contribution to eye tests.

The successful candidate must have the right to work in the UK at the time of appointment.



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 or Mark.Crowley@starfishsearch.com and we will be happy to arrange a call.

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

- your CV.
- a supporting statement that sets out why you think this role is the right move for you and responds to what we are looking for.

Closing date

Friday 18th September 2020

First stage interviews

w/c 28th September and 5th October 2020



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