

Engage Britain

Programme

Director



Welcome

Dear Applicant

We are delighted that you are interested in joining Engage Britain. This is an exciting charity with funding to allow us to plan over a five-to-ten-year period.

We are building up our team and have already made appointments in various areas including communications, digital, projects and operations and are now looking for an exceptional Programme Director to join our growing senior team.

Engage Britain has been set up to bring together people from across the country to find ways forward on the biggest challenges we face; challenges that affect everyone. We know that things like access to health and care services, how we recover from the effects of Covid-19 and ensuring opportunities for families living in poverty are hugely important, and that issues like immigration may split opinions.

Sometimes challenges of this scale feel unsolvable; too big or too divisive to tackle. But we think the opposite. We believe that the people living in Britain can and will come up with ways forward, by working together, trusting each other and learning from others.

Engage Britain will bring people together to share their views, knowledge and experiences, and find answers to these challenges. But we won't stop there. We'll then work with people – communities, citizens, practitioners, politicians – to make these ideas happen. Ultimately, our ambition is to make Britain work better for us all.

We are a flexible employer and welcome applications from candidates who might want to work flexibly. We are particularly interested in hearing from candidates who are based across the UK, as you will be able to work remotely.

If, having considered this brief, you believe you have the skills and qualities we are looking for, we very much look forward to hearing from you.

Julian McCrae
Director



About Engage Britain

Our approach

Engage Britain puts people at the heart of policy development, ensuring that those who are affected by policies can contribute their knowledge and experiences to their creation. Great ideas come from combining our different views, knowledge and experiences, so we bring people together to talk and listen. Where voices have been excluded or unheard, we make sure we're all equally involved in finding answers. Where the problem is rooted in our differences of opinion, we work together to build on the things we agree on.

As ideas emerge, we test these ideas, learn from and re-test them until everyone is confident that they will make a positive difference. And then we work together – with citizens, practitioners, communities and politicians – to make them happen and use them to improve people's lives.

Our differences are not something to be feared; our differences will enable us to create imaginative, practical and radical answers to the challenges facing our country.

Our work

How we approach the challenges our country faces needs to change – and fast. In local communities across our country, people are already providing radical, simple answers to tackle seemingly impossible problems. We need to transfer this energy and ingenuity to tackling the challenges facing the entire nation.

The people of Britain understand the challenges we all face, and great ideas come from combining our different views, knowledge and experiences. By working with and learning from each other, we can together develop new solutions to our greatest challenges and make Britain a better place for us all to live.

In 2021, Engage Britain started work on our first challenge. how to make sure everyone can access the health and care support they need, and how to fund this. This was identified as the top challenge facing our country through work Engage Britain had done with a variety of audiences. Our success will depend on those directly affected by the issues being central to our work. We have been working in partnership with service users and practitioners, and with think tanks, advocacy organisations, academics and others in the health and care sector. At each stage of the project we test emerging solutions with members of the public, practitioners, experts, politicians and policy-makers, so we ensure that they have mass appeal, are practical, implementable, affordable, and have political traction.

Our vision

Within three years, Engage Britain will:

- Have proved the power of a new approach to policy making, with people engaging with each other to develop ways forward
- Have developed credible and inclusive ways forward, and have worked with others – whether charities, practitioners or the public – to bring them about
- Be at the centre of a network drawn from every level of society – people who share an interest in making Britain work better for us all

Culture

Engage Britain is committed to creating a culture where people from different backgrounds and cultures can come together to share their views and voice. We see difference – both in our work and in our employees – as a strength, so we actively encourage applicants from all ethnicities, political backgrounds and locations across the UK, those with or without a university education, as well as people who identify as LGBTQ+ or people who may have disabilities, to apply for roles.

We are also a family friendly organisation and are open to different flexible working arrangements from people across the UK. We very much look forward to hearing from you.

Find out more

You can find out more about us at <https://engagebritain.org/>

About this role

Role title Programme Director

Accountable to Director of Engage Britain

Key Responsibilities of the role

- Designing projects that involve sustained engagement between people with different views, knowledge and experience and that will develop existing methodologies to better serve the aims of Engage Britain.
- Running projects so that they produce robust and politically sustainable ways forward and working to have those ways forward adopted by government and others.
- Assembling and leading a team of people from a diverse range of backgrounds, motivating and developing each team member to make a substantial contribution to the project and to develop their career.
- Seeking out partnerships and building collaborative relationships with other organisations to help solve challenges facing Britain.
- Overseeing the gathering of evidence and its translation into clear and concise material that supports people from a range of backgrounds to deliberate on policy challenges.
- Supporting those involved in developing ways forward to confidently and persuasively put forward project findings to the public and the media, and personally acting as a spokesperson for the organisation.
- Working with other members of the leadership team and with trustees to ensure effective leadership throughout Engage Britain.

This job description is a broad summary of the role; it does not cover every task which may arise within the post at various times. The postholder will be expected to work flexibly and carry out other duties as required from time to time. The role will also entail some travel, mainly within the UK.

Person specification

In your application for this appointment, please reply directly to the criteria outlined below.

Knowledge and Experience

- Outstanding track record of leading teams to develop effective public engagement, including experience of delivering deliberative and design processes.
- Excellent track record of collaborating, and securing partnerships, with other organisations.
- Excellent knowledge of available technologies to open up access and policy processes to those who wish to be involved.
- Interest in British politics and the national public policy environment.
- Experience of being part of an organisational leadership team, ideally within a maturing organisation.

Skills and abilities

- Strong leadership and management skills.
- Outstanding written and oral communications skills, with the ability to persuade, influence and form positive working relationships with a range of stakeholders.
- Ability to work in a high paced changing environment, handle competing priorities, work to tight deadlines and ensure that projects stay within deadlines.
- Highly effective interpersonal skills and a natural empathy with people from a range of backgrounds.
- Ability to work effectively between strategic and operational activities.

Personal and leadership style

- Embraces an open culture and communicates well internally and externally.
- Collaborative attitude and seeks to motivate teams.
- Team player and keen to get involved at all levels.
- Demonstrable passion and commitment to Engage Britain's mission and values.

Further information

Salary	Highly competitive. Starting salary will be dependent on experience.
Location	We encourage applications from people around the UK, as you will be able to work remotely. However, there would be an expectation that you would need to travel to London or another location around twice a month for regular, in-person team days. There may also be other instances of occasional travel across the UK.
Contract	The successful candidate will join on a permanent contract subject to a three-month probationary period.
Working hours	Standard working hours are Monday-Friday (09:00-17:30) 37.5 hours a week, but we are open to discuss flexible working patterns. There will be occasions when you may be required to work outside of these hours.
Equal opportunities	Engage Britain is committed to ensuring that all job applicants and employees are treated equally and fairly. We also welcome and encourage applications from a range of backgrounds.
Work eligibility	Applicants must be able to and be entitled to work in the UK and either i) be from the EU or European Economic Area (EEA) and have an entitlement to work in the UK or ii) already hold a relevant work visa.
Benefits	<p>Family friendly policies: including flexible working and enhanced parental leave packages.</p> <p>Pension scheme: Engage Britain has a pension scheme and offers a fixed 5% employer contribution and a minimum 5% from employees of your gross monthly salary.</p> <p>Annual leave: 30 days holiday entitlement in addition to the usual bank holidays. Annual leave and bank holidays will be pro-rated for non-full-time posts and staff who start part-way through the holiday year.</p> <p>Life insurance: We offer 3x times your salary to your nominated beneficiaries in the sad event of an employee death.</p> <p>Wellbeing incentives: We have wellbeing benefits including an Employee Assistance Programme (EAP) and Smart Health.</p>

How to apply

To make an application, please go to <https://starfishsearch.com/jobs/engage-britain-programme-director/> 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 are interested in the role and how you match the criteria set out under Knowledge and Experience
- We would be grateful if you would also tell us about any dates when you are not available to attend interview.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date	Friday 29th October 2021
Longlist interviews for selected candidates	w/c 8th November 2021
Notification to shortlisted candidates	w/c 15th November 2021
References taken up for shortlisted candidates and a chance to meet stakeholders	With candidate permission
Final interviews	w/c 1st December 2021