

DEMOS

Director of Policy and Impact



Welcome

Thank you for your interest in this most exciting position of Director of Policy and Impact at the leading cross-party think-tank, Demos. In this role, you will be the intellectual heart of Demos, driving our ideas, shaping our policy-work and anchoring us into the political systems that can have true impact.

You will have experience of devising real-world policies, a network across political divides, a thirst to improve the political system, and a determination to do this differently: by bringing the voices of people outside the current system into the heart of it. You will be a proud and obsessive policy-wonk.

As Director of Policy and Impact, you will work closely with myself and the rest of the senior leadership team, leading our policy portfolio, helping to build the funding routes to achieve it, and making sure that we achieve our ambitions to have real-world impact.

Demos is a leading cross-party think-tank producing research and policies that have been adopted by successive governments for nearly 30 years. We do policy work differently: we start by listening to people who are ultimately affected by the policy and believe that involving people will produce better policies that have more legitimacy. In CASM at Demos, we have a world-leading team focused on improving digital policy-making.

Our goal is to change Britain's democracy for the better: improving the way policy is made, the way politics is conducted, and the way power is shared. As Director of Policy and Impact, you will be central to the development of the organisation in years to come, as we grow in size, reach and impact. You will lead the core policy programmes that shape our voice and impact in the world, overseeing and developing our policy team.

This is an exciting opportunity for someone who is ambitious about the change we can make. We are a high profile, well-established think-tank, but there is enormous room to grow, and potential to diversify the work that we do. You will be excited by the opportunity to work across a broad portfolio. You will be excited about being a leading voice of Demos in the media.

The ideal candidate will be a policy-hound, sniffing out weaknesses in policies and looking to improve them. You will be a creative and inspirational thinker, looking for novel ideas that capture imaginations - but that are backed by the rigour and evidence to achieve change. You will have a strong instinct to shape our policy-portfolio for impact, and a pragmatic approach to how you might work with colleagues to obtain the funding to achieve it. You will inspire our talented and committed team. You will take responsibility as a member of the senior leadership team as well as deputise for the Chief Executive as needed.

If you believe you have the experience and passion that we are looking for, then I would very much like to hear from you.

Polly Curtis
Chief Executive



About Demos

Our vision

Demos is working towards a new era of collaborative democracy, in which policy-making starts by listening to the people affected, thereby improving trust and legitimacy in the political system, strengthening society and creating a fairer economy. We want to shape a political system that is strong enough to tackle the big problems.

Our mission

We want to show people a different way of making policy that starts by listening to people. We do this by:

- Creating policies and conducting research projects that put people at the heart of the process.
- Having real-world impact with this policy-work, and making the case for others to involve people too.
- Developing participation products to make it easier for others to involve the public.

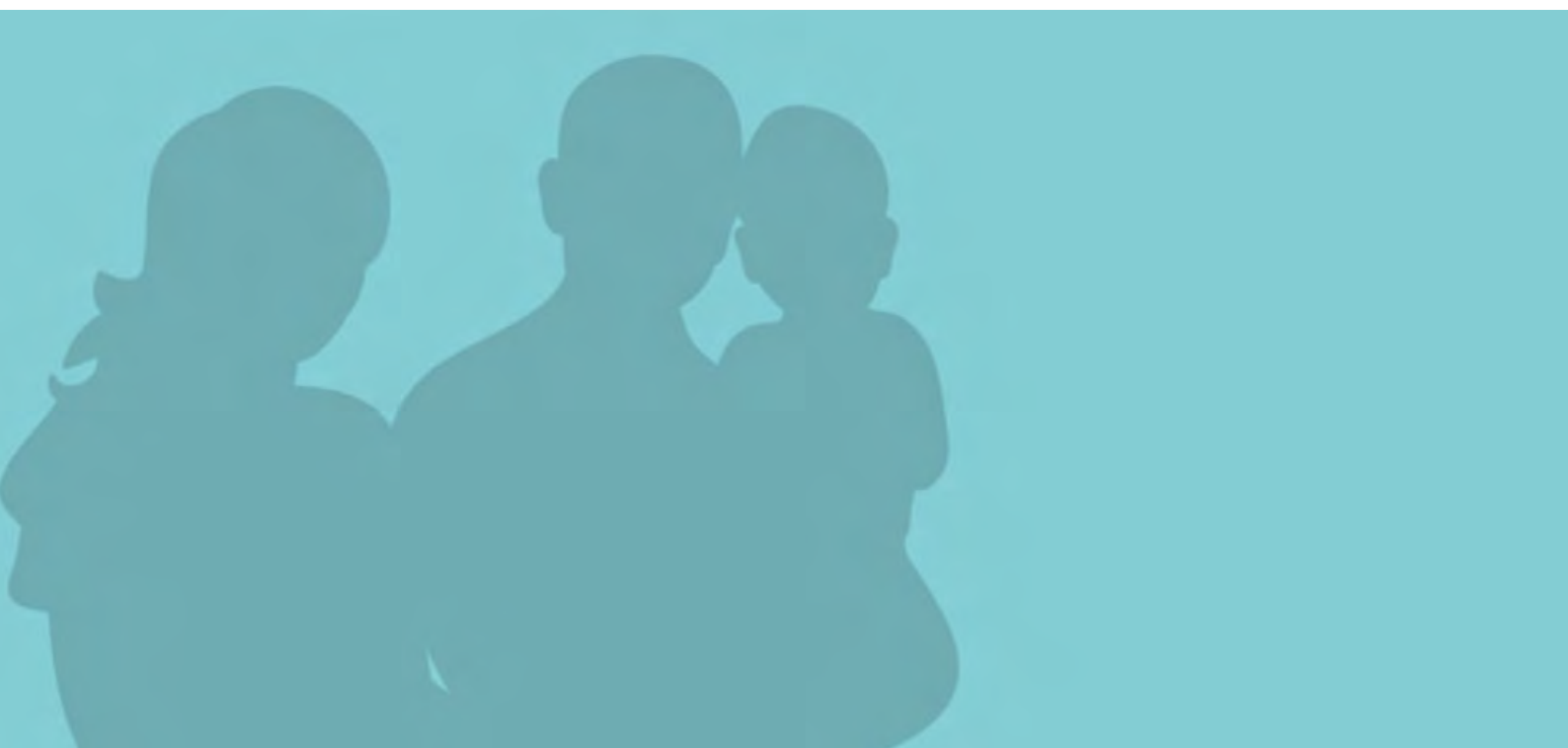
Our values

We are cross-party. We collaborate. We listen. We are radically inclusive. We are practical about the problems we face, rigorous about the evidence we gather, and ambitious about society's capacity to solve the most pressing problems, together.

Our strategy 2023

Policy and Impact is at the heart of our ambitions. Building on the launch of our previous chief executive's Making Democracy Work series, we want to work towards our mission more consistently in all the work we do, embodying our values and making a step-change in the impact we have. To do this we need to diversify our funding, strengthen our long-term funding relationships and develop new revenue streams. Under the new leadership we are building a strengthened leadership team, with a new Director of Research and Participation due to start in the New Year and a beefed up External Affairs team to grow our events programmes. The new leadership joins an ambitious and collaborative team, backed by a supportive and well-aligned board of trustees.

To find out more, go to: www.demos.org.uk



Role Description

Reports to the Chief Executive and leads a team of policy specialists.

This is a core leadership role for Demos, working directly to the Chief Executive and in close collaboration with the Director of Research and Participation. You will be the central driving force of our ideas in years to come, as we grow in size, reach and impact. You will lead the core policy programmes that shape our voice and impact in the world, overseeing and developing our specialist teams including CASM at Demos.

Responsibilities

Leadership and management

- Deputise for the Chief Executive as needed
- Member of the Senior Leadership Team of Demos, responsible with the Chief Executive for growing our influence and impact.
- Lead and manage the policy team, including oversight of CASM.
- Support personal and professional development of team members, providing feedback on work and setting useful goals.

Policy

- Responsible for the design, inception and delivery of Demos' policy portfolio.
- Providing the intellectual leadership of Demos, internally and externally.
- Oversight of CASM, our centre of expertise in digital technology policy.
- Identifying new opportunities to develop programmes of policy-making.
- Ensure that all of our policy-making is grounded in rigorous research, working closely with the Director of Research and Participation.
- Directly responsible for all policy outputs in terms of quality, efficiency, timeliness and on budget.

Fundraising

- Work with the Chief Executive to design and deliver the fundraising strategy for our policy programme to enable us to identify and build more specialist teams.
- Contribute to wider fundraising activities with the senior leadership team, such as party conferences, events series, and monetising our participation methods.
- Collaborate with senior leadership colleagues to develop and manage relationships with funding organisations including corporates, governments, trusts and foundations.

Relationships

- Be a leading voice of Demos in the media, including by publishing articles and contributing to broadcast media.
- Maintain a high-level and cross-party network of stakeholders and policy makers in relevant policy, political, corporate and civil society organisations.
- Lead and participate in meetings and research events on behalf of Demos.
- Present at seminars and events on behalf of Demos

Part One

Knowledge and experience

- Experience of creative policy design and proven evidence that your ideas have been adopted at a significant level.
- Demonstrable experience in leading and managing a multi-disciplinary team, including providing quality assurance across a range of qualitative and quantitative policy design methods.
- A record in fundraising, with the ability to write successful funding applications and project proposals.
- Experience of developing mutually beneficial relationships with key stakeholder groups and building strong relationships, internally and externally.
- Experience of handling competing priorities, working to tight deadlines and delivering results.
- Experience of building organisational influence.

Part Two

Skills and abilities

- An intimate knowledge of the UK policy and political environment, having played significant roles in policy formation already.
- Ability to influence successfully at senior levels; experience of building high level, productive relationships with diverse stakeholders.
- Ability to thrive in a fast-paced environment, and keep multiple projects and objectives on track.
- Ability to plan and run projects on time and on budget, and navigate diverse funder requirements across the charitable and commercial sectors.

Part Three

Leadership and behaviours

- A demonstrable track record in managing and motivating a diverse team.
- A passion for the kind of politics we want to promote, coupled with an open mind about working with people whose ideas and opinions differ.
- Exceptional leadership and management skills and a commitment to building and developing a team and an organisation.
- Self-motivated with outstanding interpersonal skills and a collaborative style.

Terms of Appointment

Remuneration

£75,000 – more for exceptional candidates.

Contract

The appointment is offered on a full-time contract, on a permanent basis.

Hours and place of work

Hours of work are flexible and negotiable, with an expectation of a working week of 37.5 hours. Most colleagues work partly from home and partly from the office, adapting to their personal preferences and business needs. We prefer team members to work in our office in Westminster for an average of two days each week, and this may include a requirement to be in the office for particular events or meetings.

Paid leave

All full-time staff working a full calendar year will be eligible for 30 working days paid holiday per year, plus statutory holidays. Demos is closed between Christmas and New Year. Part-time staff are eligible for leave on a pro rata basis. Other leave, such as compassionate leave, time-off for dependants and special leave will be granted on a case-by-case basis.

Pension

Demos operates a pension scheme for employees. You will be automatically enrolled in this pension scheme after three months' service. Employees contribute a minimum 3% of salary and Demos contributes 6% of salary to the scheme. On request, Demos will pay the 6% employer contribution into an alternative plan of the employee's choice.

Equal opportunities

Demos is committed to increasing the diversity of our team. We particularly encourage applications from people from minority ethnic communities, people with disabilities, or others who have experienced structural disadvantage. We are open to job share applicants for this role.



How to Apply

If you believe you can offer the experience, skills and qualities we are seeking we very much hope you will consider applying for this role.

To make an application, please go to <https://starfishsearch.com/jobs/demos-dir-policy-impact/> and click on the apply now button, with the following prepared:

- your CV
- a short supporting statement (maximum two sides) that sets out why you are interested in joining Demos as its new Director of Policy and Impact

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.

Search closes

7th November 2022

Structured discussions

w/c 14th November 2022

Final interviews

Late w/c 21st November 2022

