



CANDIDATE PACK FOR THE DIRECTOR

SMF

Social Market
Foundation



WELCOME

Dear Applicant

Thank you for your interest in the role of Director at the Social Market Foundation (SMF). SMF is one of Britain's foremost independent and non-partisan think tanks, focusing on a wide range of economic and social policy areas, particularly economic prosperity, public services and consumer markets. Our work covers many aspects of public policy, and the way power and wealth is shared between people and places; fundamentally, we believe in a vibrant economy and a fair society.

We are currently witnessing turbulence across the UK's political and economic landscape. Global economic shockwaves are exacerbating the consequences of long-term social, technological and demographic trends that for decades have impacted the need for different policy solutions and we are now on the road to a prospective general election next year. Against this backdrop, SMF is highly ambitious about the policy change, influence and impact we have the potential to create - growing a policy portfolio, and diversifying the work that we do.'

We are now seeking a successor to James Kirkup who will build on his legacy. They will have the intellectual clarity, networks and influence needed to move the debate forwards within Westminster, Whitehall and beyond as we move towards a new Parliament, creating a bigger platform and footprint for the organisation. They will lead the intellectual heart of SMF, overseeing the organisation's research and policy agenda, devising ambitious ideas in a creative and inspirational way, as well as helping to build the funding pathways to achieve success.

This is a significant leadership opportunity at a pivotal moment in the political cycle. You will be ambitious for SMF as a persuasive public voice in a crowded field, with personal influencing skills, and hungry to engage in political debate. You will have experience of working in organisations that have a notable political impact that allows us to move forward from a position of strength to capitalise on ways to grow our impact and long term financial sustainability. Bringing presence, excellent interpersonal skills and the ability to engage and influence at all levels, you will have the capability to inspire our talented and committed team.

I am committed to working with you, as are our Trustees. If you believe you have the qualities we are looking for, we would be very pleased to hear from you.



Professor Wendy Thomson CBE
Chair of Trustees, Social Market Foundation



ABOUT US

The Social Market Foundation (SMF) is a non-partisan think tank. We believe that fair markets, complemented by open public services, increase prosperity and help people to live well. We conduct research and run events looking at a wide range of economic and social policy areas, focusing on economic prosperity, public services and consumer markets. The SMF is resolutely independent, and the range of backgrounds and opinions among our staff, trustees and advisory board reflects this.

The Social Market Foundation works to promote evidence-based policy and cross-party co-operation in politics. From our base at the heart of Westminster, we publish research on public policy and convene conversations that improve policy-making and public debate. A registered charity, our mission is to educate the public and their representatives about how better policies can deliver greater wealth, happiness and fairness.

Our work covers many aspects of public policy, including economics and market regulation, work, skills and education, public sector reform, energy and the environment, and the way power and wealth is shared between people and places. We believe in the power of markets to create and share wealth, but know that this requires a sensible partnership between the state and the private sector.

We are funded predominantly through sponsorship of our research, public policy debates and party conference work. The sponsor of each debate or publication is clearly displayed on the materials accompanying the event or on the publication, and on the relevant webpage. The SMF retains full editorial control over all of its output and we pride ourselves on the transparency of our funding. Further information about our funders is available via the links below and on our page on the Charity Commission website.

Overseen by a cross-party Board of Trustees, we do not take sides in party political debates but work to inform people, of all parties and none, about how public policy can improve outcomes, especially for the people and places too often left out of the political conversation.

To find out more, please visit: www.smf.co.uk



OUR PEOPLE



Prof Wendy Thomson

Chair of Trustees



Professor Tim Bale

Trustee



Tom Ebbutt

Trustee, Chair of Finance and Premises committee



Baroness Olly Grender MBE

Trustee



Rt Hon Dame Margaret Hodge MP

Trustee



Melville Rodrigues

Trustee



Trevor Phillips OBE

Trustee



Caroline Escott

Trustee

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JOB DESCRIPTION

Job title: Director

Reports to: Chair of Trustees

Role purpose: To lead Britain's foremost centre-ground think tank

MAIN RESPONSIBILITIES:

THOUGHT LEADERSHIP

The SMF exists to originate, develop and promote public policies to deliver a fair society and a vibrant economy. Candidates should demonstrate:

- The ability to make significant contributions to public policy development and political debate about public policy, preferably in multiple fields.
- The ability to originate and supervise multiple pieces of research into disparate policy areas, using a broad range of research methods.

PROMOTION AND PROJECTION

Think-tank work is only effective if it has the engagement of key stakeholders, including policymakers and officials, the media, third-sector leaders and business. Candidates should demonstrate:

- The ability to build and maintain relationships with policymakers and stakeholders at senior levels, using those relationships to deliver impact on public policy and public debate.
- Familiarity with national media outlets and the way an organisation secures coverage in those outlets.

FUNDRAISING AND FINANCIAL MANAGEMENT

The SMF is a Charity that depends on the financial support of commercial and charitable partners. In the most recent financial year, charitable revenue exceeded £1 million. The Director is ultimately responsible for ensuring a strong and steady flow of charitable revenues to support SMF's work. Candidates should demonstrate:

- Understanding/experience of raising funds from corporate and charitable supporters.
- Understanding/experience of the financial management of a £1m organisation, including setting annual budgets, reporting performance and statutory audit.

MANAGEMENT AND GOVERNANCE

The SMF has a staff of 15 and is supported by an advisory board of senior policymakers and influencers. The Director is appointed by and reports to a Board of Trustees that includes senior and distinguished public figures. Candidates should demonstrate:

- Leadership and management of high-performing teams of staff
- Understanding of charity governance
- The ability to win and maintain the confidence of senior leaders
- The ability to set and deliver strategic plans

PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Experience of creative policy design and demonstration of your ideas being adopted or having influence.
- Proven experience in leading and managing a multi-disciplinary team, including oversight of varied policy design methods.
- A depth of knowledge or track record in fundraising, with the ability to generate income through partnerships or applications
- Experience of developing strategic relationships and alliances with key stakeholder groups and building constructive relationships internally
- Experience of handling competing priorities, working to tight deadlines and delivering results.

SKILLS AND ABILITIES

- An in-depth knowledge of the UK policy and political environment
- Ability to influence successfully at senior levels; proven track record of building high level, high-yielding relationships with diverse stakeholders.
- Ability to thrive with competing priorities and maintain a fast pace, and keep multiple projects and objectives on track.
- Ability to work across different requirements across the charitable and commercial funding / grant making sectors.

STYLES AND BEHAVIOURS

- Demonstrable experience in managing and motivating a small, diverse and talented team with a commitment to developing both a team and an organisation.
- A passion for the SMF mission and purpose, coupled with the ability to be open to new and creative ideas.
- Intellectually curious with commercial or business acumen and future focused.
- Self-motivated with excellent interpersonal skills and a collaborative style.
- Entrepreneurial mindset and ability to spot opportunity.



TERMS OF APPOINTMENT

SALARY

The salary for this role is circa. £100,000 per annum on a full-time permanent basis.

LOCATION

London

QUALIFICATIONS

There are no required qualifications or experiences to be eligible for this role. You can have three university degrees or none. You might have spent your entire career at Westminster or never set foot in the place. What matters is your skills and ideas.

DIVERSITY & INCLUSION

The SMF has carried out extensive work on issues of inequality and social justice. The Trustees are keen to see that work reflected in the background and experience of SMF staff. So we strongly encourage applications from people with backgrounds that are often underrepresented in policymaking circles. Applications from BAME communities and/or disadvantaged socio-economic groups are especially welcome.

POLITICAL AFFILIATIONS

The SMF is a cross-party charity that works with people from all parties and none. There is no prohibition on the Director being a member or supporter of any political party, but the successful candidate must convincingly show that they can work professionally and effectively with people from all political parties, and preserve the standing of the SMF as a non-partisan organisation. This role is not compatible with standing for election; a Director who was selected as a parliamentary candidate for any political party would be required to step down from the role.

HOW TO APPLY

We hope you will consider making an application. To make an application, please go to <https://starfishsearch.com/jobs/smf-director/> and click on the apply now button, with the following prepared:

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

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:	Monday 11th September
Preliminary interviews:	w/c 25th September 2023 and w/c 2nd October 2023
Final Panel interviews:	w/c Monday 9th October (tbc)