



Candidate Pack for the Chief Executive



Welcome

Labour Together is an influential political think tank supporting the Labour government to govern effectively. Built by a group of MPs who fought to make Labour electable again, in 2020, it united the party behind Keir Starmer's leadership. In the years since, Labour's new leadership has reformed the party, placed the country's interests at its heart, and won a general election. Labour Together now works to develop policies, ideas and arguments to strengthen Labour in power.



We are seeking a new Chief Executive to take Labour Together forward, to develop and support Labour's long term political project. This is an opportunity for an inspirational and creative political leader to bring vision, ambition and drive to the organisation.

You would shape, lead and motivate a talented and committed team to deliver its mission in a radically changed political context. We are ideally seeking a leader who brings 'political entrepreneurship', spotting opportunities and thinking innovatively in response to evolving politics and major policy challenges, with drive, resilience and exceptional relationship-building skills. You will need to engage the respect, trust and confidence of MPs, ministers and broader stakeholders and have a strong connection with the party.

The CEO will have political acumen and astute judgement, able to navigate the delicate balance between a critical friend and trusted partner to government. You will have a track record of successful leadership in a diverse and multi-stakeholder environment, with strong intellectual capacity, diplomatic skills and political nous. Responsible for the leadership, management and strategic direction of Labour Together, you will further build the strong values and culture of the organisation, engage and influence at all levels of the team and be accountable to the Board for overall performance.

If you believe you have the right qualities and experience to lead Labour Together, we very much look forward to hearing from you.

**Baroness Sally Morgan, Chair
Labour Together**



About us

Founded by a group of MPs, many of whom are now at the heart of the Cabinet in the UK Government, Labour Together has been an important part of the renewal of the Labour Party. As a political think-tank, Labour Together differs in that it has gone beyond traditional research and policy to offer political leadership and talent development in support of the new government. Now, the strategy is to build a politics that keeps Labour in power for a decade, to transform Britain for the better.

Background

Labour Together's first phase was to make the Labour Party electable again. Led by Morgan McSweeney, we united Labour behind Keir Starmer's leadership. We then turned our attention outwards, developing a dynamic political strategy team as well as bringing in creative thinkers and policy experts to generate the bold ideas Labour needed to win and transform Britain for the better.

In this second phase, we grew rapidly. Over eighteen months, both our staff and our budget increased significantly. We helped to shape Labour's political strategy, flesh out the policy platform and helped convene the Shadow Cabinet in preparation for government.

With Labour now in power, we are in our next phase. Since the general election, the political context in which Labour Together must deliver its mission has radically changed. For the first time, Labour Together is operating with Labour in government. There are immense opportunities for Labour Together not only to maintain its impact, but also to grow and become an anchor of the British centre-left. Our task is to focus on the long-term - the politics and the change that will lead voters to put their trust in us again in four years.

The pillars of our strategy:

Our strategy will have three pillars - all focused on winning in 2028, with half an eye on the election beyond:

1. Understanding how Labour keeps power
2. A political strategy to win again
3. The leadership and coalitions required to win again

Since the election we have undertaken polling with more than 100,000 respondents and over 40 focus groups feeding into the development of political strategy. Whilst much of our work is private, **recent public reports include:**

- [Labour Together's 2024 Election Review](#)
- [Nation Rebalanced: How do we create a country that works for all places?](#)
- [A migration system that puts country first](#)
- [Mayoral Matters: Public Attitudes to Mayors and Devolution in 2024](#)

To find out more, please go to: www.labourtogether.uk

Job description

Job title: Chief Executive

Reports to: Chair of the Board

Direct reports: Direct line management of several senior staff

Role description:

The Chief Executive will co-create a strategy and plan for Labour Together's future ambitions, with a range of key stakeholders. The postholder will be a 'political entrepreneur' - they will have the intellectual capacity, capability and agility to influence and create new ideas in response to an evolving politics and major challenges, spotting new opportunities for Labour in Government. They will hold trusted relationships with significant stakeholders in No 10, across senior Cabinet members and the wider Labour landscape in order to help shape and strengthen a political vision for Labour in Government. They will also bring strategic leadership to the organisation, supporting a strong culture and a committed and talented staff. The role will cover the following key delivery areas:

Strategy and re-election

- Bring together political strategy and policy to generate ideas and plans for how Labour should govern.
- Position Labour Together as an influential political strategy organisation in the centre-left, the home for Labour's re-election strategy.
- Lead work on identifying and addressing key strategic trade-offs facing the government.

Politics and policy

- Ensure high quality polling, research and identifying policy areas that need strengthening or developing now Labour is in government.
- Cement Labour Together's position as a semi-outsourced think-tank for Labour, addressing key policy challenges.
- Identify difficult policy areas and offer independent research, thinking and policy advice.
- Supporting the new government privately in its communications, e.g. around conference, other set piece events.
- Act as a convenor and create space for the Cabinet and advisers to come together in a private space.
- Act as a bridge between government and parts of the Parliamentary party using creative ideas to bring together the most talented backbenchers.
- Bring together some of the leading politicians and political strategists from around the world in an informal setting for discussion and networking.

Stakeholder relationships in Westminster, the UK and the global centre-left

- Build on strong relationships with key and senior Labour stakeholders to position Labour Together as a 'critical friend' and trusted to provide information as needed.
- Manage and navigate relationships across government and the Parliamentary Party.
- Ensure Labour Together remains the political think-tank for Labour outside Westminster, including devolved administrations, combined authorities and Mayors, providing support on political strategy and policy.
- Ensure Labour Together is the UK apex for a global network of organisations working for the strategy and revival of the centre-left in the twenty-first century.
- Establish other links outside of Britain, working with others to understand global trends, e.g. the rise in populism.

Political Talent

- Cement Labour Together as the central organisation around Labour for identifying, developing, and investing in talent, finding strategists and policy experts who can help Labour govern well and win the next election.
- Draw on and engage with the brightest and best by recruiting the very best talent.
- Develop talent within Labour Together, with an understanding that Labour Together's talent is in itself a product.

Leadership and organisation

- Provide clear, effective strategic leadership and direction to the organisation including setting clear processes and ways of working.
- Alongside the Board, further shape the culture and values of Labour Together and develop the shape of the organisation for the future.
- Provide clear assurance, retain existing talent and develop a talent management programme.
- Maintain relationships with Board members, provide timely reports about the organisation and its strategy and impact.
- Act with probity and integrity at all times.

Fundraising

- Value and build on established relationships with donors through open engagement and information
- Create opportunities to generate ongoing funding in support of Labour Together's strategy

Person specification

Knowledge and experience

- Deep knowledge and understanding of policy and politics in the UK.
- Proven experience and/or understanding of the think tank innovation space.
- Stakeholder management – a track record of
 - excellent and deep political connections within Labour
 - positive relationships and interactions with at highest level in No.10 or equivalent
 - a wider and extensive network of people across politics, media and business.
- Experience across a wide range of policy areas, with a data-led approach and a deep understanding of the process of policymaking within the Labour government.
- Strategic judgement and delivery - evidence of driving and delivering an organisational strategy.
- Deep understanding and experience of political visioning and storytelling capabilities.
- Knowledge and experience of press, media and communications.
- Financial acumen and income generation – good financial management as well as an entrepreneurial approach to fundraising.
- Policy and research background (desirable).

Skills and abilities

- Political entrepreneur – with political acumen and intellect; ability to think creatively, innovatively and spot opportunities; politically savvy.
- Leadership skills including an authoritative presence and ability to have impact; commands respect with humility.
- Track record of analytical and strategic thinking within ambiguous circumstances.
- Excellent diplomatic and relationship building capacity - ‘trusted, but critical, friend’.
- Astute judgement including the skill to understand different factions across the political landscape but not be factional.
- Excellent written, oral, and public speaking skills.

Styles and behaviours

- Commitment to Labour Together’s values and mission.
- Passionate about Labour politics with a desire to move political thinking forward positively to the next election.
- Flexible mindset; low ego approach but ambitious; intellectually curious with maturity of judgement.
- Keen to build on the best of the current culture internally, with empathetic and visionary leadership.
- Collaborative, enjoys working as a peer to contemporaries.
- Confidence to challenge when needed while maintaining humility when working with No.10 or other key stakeholders.

Terms of appointment

Salary

The salary for this role is c.£120,000 per annum, on a full-time permanent basis, with flexibility for an exceptional candidate.

Location

London, Westminster with an expectation of at least 3 days per week in the office.

Pension

Standard employer contribution of 3%.

Annual leave

25 days of annual leave + Christmas office closing



How to apply

We hope you will consider making an application to be the next Chief Executive of Labour Together. To make an application, please go to <https://starfishsearch.com/jobs/lr-ce/> 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 knowledge and experience criteria.

We would also be grateful if you would 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 11th July 2025

Preliminary interviews: Through end-July and August 2025, based on candidate availability

Final Panel interviews: Tuesday 23rd September (tbc)

