Director of Programmes Job Description

The Details

Job title: Director of Programmes
Salary: £35,000–£45,000 FTE, pro rata.

Hours: 3–4 days per week (0.6–0.8 FTE).
We are open to appointing someone on either a three- or four-day working pattern. The salary and overall remuneration package will be agreed in line with the working pattern and available budget.

Location: Predominantly working from home but with regular travel within the UK (around 1 day per week during term time) to deliver our programmes. We have a preference for candidates based in the South of England, Midlands or South Wales, reflecting the geographical spread of our programme delivery and the location of the majority of our partner schools.

We are committed to building a diverse and inclusive organisation. We particularly encourage applications from people who are underrepresented in the charity sector, including people of colour, younger people, disabled people, non-graduates and LGBTQ+ candidates. We offer a wide range of flexible working options.

Deadline: 16th December

About Our Streets Now (OSN)

Our Streets Now was founded in 2019 by two teenage sisters, sharing how they experienced the world as young women. They began a petition to make public sexual harassment (PSH) a criminal offence. Within 100 days, it had accumulated over 100,000 signatures. It now sits at almost half a million. And, in 2023, the campaign to make PSH a crime was a success.

Alongside our policy campaigning, preventative and educational work has always been at the heart of what we do. We believe legal change is just one part of a wider picture, and that prevention must be central to tackling PSH. We launched our first free lesson resources for teachers in 2020 and began delivering directly in schools in 2022. Since then, we have reached over 12,000 people through our training and workshops, primarily pupils and teachers, while expanding our work into sports teams, universities and workplaces.

Intersectionality is central to our approach. We recognise that PSH is compounded by other forms of marginalisation, and don't shy away from addressing racism, homophobia, transphobia, ableism, classism and other forms of oppression in our content.

The Director of Programmes is an exciting leadership role, responsible for leading the design, delivery and development of OSN's programmes across schools, higher education, sport and

workplaces. They will ensure our programmes are high-quality, impactful, safe and reflective of our values, while supporting their growth in line with our wider strategy.

Key Responsibilities

- Lead the coordination and logistics of programme delivery, including building relationships with schools and organisations, managing bookings, travel and accommodation, facilitator teams and invoicing.

- Develop relationships with wider stakeholders and decision-makers who can create opportunities for OSN's work to reach new audiences and have greater influence, including conference organisers, academy trusts and national governing bodies for sport.

- Develop and continuously improve programme content, using feedback to strengthen existing sessions and creating new, bespoke content for organisations where needed.

- Take an active role in delivering workshops and training alongside the facilitator team. **This role will involve approximately one day per week of in-person delivery during term time.**

- Oversee the financial management of our programmes, including developing and maintaining an appropriate pricing structure and ensuring delivery contributes towards OSN's operational costs.

- Lead the measurement and evaluation of our programmes, using both quantitative and qualitative approaches to understand our impact and ensure what we hear from young people shapes all of OSN's work.

- Recruit, manage, support and develop our facilitator team, building on our existing pool of talented facilitators.

- Act as Designated Safeguarding Lead (DSL) or Deputy DSL, responding to safeguarding concerns arising through programme delivery, and delivering safeguarding training to facilitators.

- Champion OSN's values and intersectional approach across all programme content and delivery, ensuring our work remains youth-centered.

Person Specification

Essential

- Knowledge of, and experience working directly in, sexual harassment, gender-based violence or a related field of social justice work, such as tackling prejudice and discrimination.

- Understanding of the UK education system, ideally including the secondary school system, and the needs, priorities and challenges facing schools and teachers.
- Experience designing, developing and delivering educational programmes, workshops or training.
- Strong experience working directly with young people, with an understanding of youth-centred and participatory approaches to education and engagement.
- Excellent facilitation and communication skills, with the ability to engage diverse audiences, create inclusive learning environments and confidently navigate sensitive or challenging discussions.
- Excellent programme and project management skills, with the ability to coordinate multiple strands of work, manage competing priorities and oversee delivery from planning through to evaluation.
- Strong interpersonal skills, with the ability to build positive and productive relationships with schools, teachers, facilitators and external stakeholders.
- A commitment to OSN's values and an intersectional, survivor-led approach to tackling public sexual harassment.
- A strong understanding of safeguarding responsibilities when working with children and young people, including experience identifying, responding to and escalating safeguarding concerns.
- Experience evaluating programmes or educational interventions, including gathering and using qualitative and quantitative feedback to assess impact and improve delivery.

Desirable

- Knowledge of OSN's additional fields of work, including sports, higher education and workplaces.
- Safeguarding leadership experience, ideally including experience working as, or holding a qualification as, a DSL/DSO.
- Experience in business development, including growing income streams and marketing programmes or services.
- Experience managing programme budgets, pricing structures or income-generating educational services.

How to Apply

To apply, please complete the application questions and upload your CV via the form below:

APPLICATION FORM

The application form is a Google form, which means you'll need a Google account to fill it in and upload your CV. We're committed to making our recruitment process accessible to everyone. For any general application questions, or to request the application form in a different format, please email hello@ourstreetsnow.org

The deadline to apply is the 16th of December. We will not accept any applications submitted after this date.