

Join Our Team



FAWCETT
SOCIETY

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Join the Fawcett Society

We are the Fawcett Society, the UK's leading charity campaigning for women's rights and gender equality. For more than 150 years, we've campaigned for women and girls. To live free from fear and on equal terms with men.

Across the UK, women's rights are being pushed down the agenda. Misogyny is rising in politics, online, and in public life. Progress that once felt secure is being rolled back.

We will not let that happen.

Join us and help us fight back.

Why work with us?

1. **Meaningful impact:** At Fawcett, your work will contribute directly to advancing women's rights and tackling misogyny. Whatever your role, you will be key in driving change for women and girls in the UK.
2. **Collaboration:** We foster a collaborative and inclusive culture. Our team is made up of passionate people, determined to create real change. We have different life experiences and skills; your voice and ideas will be valued and encouraged.
3. **Our history:** We take the responsibility of our heritage seriously. For 150 years, we've been fighting for the rights of women across the country. We continue to adapt to the ever-changing challenges.
4. **Small but mighty:** A small team, but full of determination. Because of our size, we can be agile and responsive. We encourage curiosity. We want to always look at how to improve, how to do things differently.
5. **Work life balance:** We know you have a personal life. We offer flexible working, generous holiday, wellbeing support, and a team culture that respects your life outside of work.
6. **Inclusive workplace:** We foster an environment where diversity thrives and everyone has the chance to succeed. We invest in training and anti-racism work to ensure that our internal and external work reflects the diverse experiences of women.

Benefits

- A 5% employer / 3% employee pension contribution
- 36 days annual leave (inclusive of bank holidays)
- Employee Assistance Programme, giving access to health and wellbeing support, including to counselling services
- Enhanced sickness and maternity pay
- Generous family-friendly policies
- Opportunities for professional development and career progression, through training and coaching

What the team has to say

Don't take our word for it, check out some quotes from the current staff team about their experiences of working at Fawcett:

“Teamwork and flexibility make Fawcett a fabulous place to work. Everyone is so supportive and helpful, and we really value each other. Being paid to be a feminist is the best job ever!”

“I can honestly say I love working at Fawcett! I have never worked with such a dedicated and passionate team of hard-working women. Knowing that every member of the team is a feminist and wants to make a difference to the lives of women is a very good feeling... going to work and declaring yourself a feminist and being able to be part of a team making change happen is an absolute privilege. I am proud to be team Fawcett. As a remote part time member of the team, I am able to balance caring responsibilities alongside my job and have the autonomy to work Independently with regular support”.

Encouragement to apply

We know that women and people from marginalised backgrounds are less likely to apply for roles unless they meet every single criterion listed. If this role excites you and you feel you could do it well, we strongly encourage you to apply even if you don't meet 100% of the requirements.

We care about values, potential, and how you approach your work, not just whether your experience matches the role line-by-line.

If there are gaps in your experience that you think could be mitigated through training or development, do feel free to set that out in your application.

How we recruit

At Fawcett, we aim to make recruitment as fair and transparent as possible.

This means:

- Applications are reviewed by human assessors; we do not use AI screening tools.
- Applications are assessed against the criteria listed in this pack, with particular focus on the fundamental essential criteria.
- Structured questions are used to ensure all candidates are assessed consistently.
- Interview questions are shared in advance so candidates can prepare.
- We aim to keep recruitment processes proportionate and not require excessive unpaid work from candidates.

Application Guidance

We want all candidates to have a fair opportunity to showcase themselves. The guidance below is intended to help you present your application clearly.

Focus on the criteria

Applications are assessed against the criteria listed in this job pack, with particular focus on the fundamental essential criteria. Before applying, take time to review the person specification and consider how your experience connects to the requirements of the role. You do not need to meet every desirable criterion to apply.

Show, don't tell

Strong applications usually demonstrate experience through examples, rather than making general statements. For example:

Instead of writing "I am a strong communicator.", try explaining:

- a situation where you needed to communicate something clearly
- what you did
- what the outcome or feedback was

This helps us understand your skills and judgement, not just the claim itself.

Be clear about your role

When describing examples, make sure it is clear what your role or contribution was. For example:

- Did you lead the work?
- Did you collaborate as part of a team?
- Were you responsible for a particular part of the project?

Specificity about your contribution gives us clarity about your experience.

Use clear examples

When responding to application questions, it can help to briefly describe:

- the situation or context
- the actions you took
- the result or impact

Examples can come from paid work, volunteering, community activity, education, or other relevant experience.

Don't worry about using the "right" language

We are interested in the substance of your experience, not whether you use specific sector terminology. Clear, straightforward explanations are always more helpful than buzzwords or generic statements.

Passion for the cause

Commitment to our work is important for roles at Fawcett. At the same time, applications are assessed against the role criteria, so be sure to demonstrate how your skills, knowledge and experience align with the role requirements.

A note from our chief executive, Penny



Thank you for taking the time to consider this role and the opportunity to join us at Fawcett.

Misogyny is as old as time, but the way it manifests is continually changing. Fawcett has an important role to play in gathering evidence, building political pressure and brining women's voices together in ways that can raise public awareness and shift policy. There has been remarkable progress for women's rights in recent decades, but we live at a time where that progress is increasingly vulnerable.

This role sits at the heart of that work. We are looking for someone who can help turn our ambitions into campaigns that cut through, campaigns that are politically sharp, rooted in people's lives, and capable of building momentum over time. This is a leadership role: supporting others to thrive, shaping strong and thoughtful work, and helping us build a campaigning culture rooted in our evidence and values.

You would be joining a small but ambitious team, with the opportunity to shape both the work itself and how we work together. At the moment, the team is relatively lean, which means this role will suit someone who is comfortable leading in a hands-on way while supporting others to grow. We expect to strengthen our campaigning capacity over time, so there is real scope to help shape the next phase of that development.

This is an important moment for Fawcett. Many women feel their rights are under threat. That progress we once took for granted is now at risk. This role is critical to fighting back. We won't stop until women are equal.

If this feels like a role excites you, where you could bring judgement, creativity and care, we would be very glad to hear from you.

Penny East

The role at a glance

Job Title:

Head of Campaigns & Influence

Salary:

£50,000 - £60,000

Location:

Remote. (see travel expectations below)

Contract:

Permanent

Hours:

Part time or Full time; both considered.

Reports to:

Chief Executive

Closing date:

19 April at 23:59

Interviews:

Round one expected week of: 26 April 2026

Round two expected week of: 10 May 2026



Show
The Salary

#NonGraduatesWelcome

Job description & person specification

Position: Head of Campaigns & Influence

Location: Remote. Regular travel in London. Some UK-wide events. Travel costs covered. Regular away days and team-collaborative working.

Salary: £50,000 - £60,000 per annum (FTE)

We always publish the salary for our roles.

We do not seek salary history as part of the recruitment process.

Hours: Full time or Part time. Flexible working as default.

Reports to: Chief Executive, or such other manager as the organisation may reasonably designate.

Purpose of the role

The Head of Campaigns & Influence leads Fawcett's public campaigning and movement-building, translating our strategy and policy priorities into visible pressure for change. The role strengthens our ability to mobilise supporters, shape public debate and influence political decision-makers across parties. Through effective campaigning and organising, it helps drive tangible policy and cultural progress towards gender equality.

Key Responsibilities

1. Campaign Strategy & Public Narrative

Develop and deliver an integrated campaigns strategy aligned to our strategic priorities and our core mission of tackling misogyny.

Translate research and policy positions into clear, emotionally compelling and politically sharp campaign narratives.

Use insight from supporters, audiences and engagement data to shape campaign development, ensuring work is grounded in people's experiences and priorities.

Balance reactive and proactive campaigning; responding rapidly to moments of public awareness while driving sustained strategic campaigns.

2. Movement Building & Membership Mobilisation

Lead the integration of campaigns with our membership and grassroots model, ensuring campaigns create meaningful opportunities for members, supporters and communities to engage with Fawcett's work.

Work closely with the Community Builder to ensure local groups are equipped with campaign tools, messaging and resources.

Develop opportunities for members and supporters to engage with Fawcett in different ways, including staying informed, supporting campaigns, sharing insight or contributing to public advocacy.

Embed a 'create not rate' approach, ensuring supporters and members have



meaningful opportunities to shape campaigns, informed by ongoing insight and engagement.

3. Public Affairs & Political Influence

Lead Fawcett's cross-party public affairs strategy, ensuring strong relationships across political decision-makers and institutions.

Oversee stakeholder mapping and political engagement; with support from our policy and public affairs colleagues.

Ensure campaign asks are clear, winnable, and politically credible.

Represent Fawcett in high-level political meetings, coalitions and sector forums.

4. Digital Campaigning & Visibility

Work with (and line manage) digital campaigning capacity to ensure a digital-first approach to influence, aligned with organisational priorities.

Ensure campaigns are well integrated with communications and income generation, particularly to support membership growth.

5. Impact Planning & Measurement

Define clear objectives, milestones and success indicators for each campaign.

Ensure that campaigns have measurable impact (policy wins, public commitments, media cut-through, mobilisation metrics).

Use insight, data and learning from campaigns and supporter engagement to continuously refine approach and improve effectiveness.

Contribute to Board reporting across the lenses of Influence and Impact.

7. Leadership & Organisational Contribution

Contribute to senior leadership team planning and risk management.

Build a campaigning and influence team with a range of skills across public affairs, digital, campaigning and communications.

Play an active role in senior organisational leadership, including providing senior cover and representation in the absence of the Chief Executive where required.

Build a collaborative and inclusive campaigning culture rooted in intersectional feminist and anti-racist practice.

Support income generation by contributing to grant development, major donor conversations, and corporate engagement where relevant.

8. General Responsibilities

Undertake other duties commensurate with the role, and contribute to organisational responsibilities including compliance with relevant policies and procedures

Maintain accurate, up-to-date and accessible records relating to your work, ensuring that information is appropriately stored in organisational systems (e.g. CRM, project management tools and shared drives) to support continuity, transparency and effective collaboration across the organisation.



Person Specification

Fundamental Essential Criteria

- Demonstrable experience of leading and delivering campaigns, advocacy or movement-building work designed to achieve social, political or cultural change.
- Experience of mobilising supporters, communities and/or people with lived experience in ways that strengthen campaigns, projects or organisational work.
- Experience of influencing political, institutional or other decision-makers, including translating evidence, policy positions or strategic objectives into clear and credible public asks.
- Previous line management experience, with evidence of supporting and developing others well through inclusive, accountable and values-led leadership.

Essential Criteria

- Strong commitment to women's rights and tackling misogyny, with a clear understanding of intersectional feminist and anti-racist practice.
- Strong strategic judgement, with the ability to translate organisational priorities into clear campaigning goals and plans, and to use evidence, insight and learning to strengthen delivery and impact.
- Experience of developing and delivering campaign strategies across channels and tactics, including public affairs, digital, media and supporter engagement.
- Ability to build collaborative and trusting relationships internally and externally, and to communicate clearly and persuasively with different audiences.
- Ability to work effectively in politically sensitive or fast-moving contexts, exercising sound judgement and managing competing priorities.

Desirable Criteria

- Experience of working at a senior level within a campaigning, policy, advocacy, membership or movement-building organisation.
- Experience of leading or contributing to campaigns on gender justice, women's rights, equalities or related social justice issues.
- Experience of working with parliamentarians, political stakeholders, government, regulators or other public decision-makers.
- Experience of working closely with communications, digital and media functions to deliver integrated public-facing campaigns.
- Experience of managing external agencies, consultants, or budgets.



- Understanding of the political, media and campaigning context affecting women's rights and gender equality in the UK.

Equality, Diversity & Inclusion

We particularly welcome applications from disabled candidates, older candidates, and Black and racially minoritised candidates, who are currently underrepresented in our organisation. Each applicant will be individually assessed regardless of age, gender, ethnicity, sexual orientation, disability, religion, or belief. We will use positive action on the basis of race and/or disability in case of a tie-break situation.

How to apply

Applications should be submitted via [this form](#) which requires you to answer three questions and upload a CV. We ask that you complete our anonymous [Equal Opportunities Monitoring form here](#).

If you need any reasonable adjustments in order to apply for this role, please contact us at recruitment@fawcettsociety.org.uk.

If we receive a high number of strong applications, we may close the role earlier than the advertised deadline, so we encourage candidates to apply as soon as they are able.



Appendix: Year One Priorities (Indicative)

- Develop and publish a 12–18-month integrated campaigns roadmap.
- Strengthen cross-party relationships ahead of the next General Election.
- Embed stronger mobilisation pathways for members and local groups.
- Introduce clearer impact measurement across all campaigns.
- Build and line manage emerging campaigning capacity.

