



**JUSTICE
& CARE**

Saving lives. Breaking
the grip of slavery.

**Head of Programme,
Criminal Justice System
(UK/Europe)**

JUSTICE & CARE

Who we are

Justice and Care exists to bring freedom to people and communities living in the grip of slavery. We rescue men, women and children who have been brutally exploited. We restore their lives. We fight slavery, pursuing and dismantling criminal networks and bringing perpetrators to justice. We secure communities at risk from traffickers and spark systemic change.

Our programmes includes work in Bangladesh helping to spot victims of human trafficking as they are being taken across borders and the pursuing of those responsible through the courts. In Romania, we are helping to bring victims home and raise awareness about the risks of being trafficked. In the UK, we work alongside police to provide critical support to victims. Our work is always victim centric and focused around how to help create systemic change.

We have a strong track record of impact:

- **5,063** people rescued
- **1,134** suspected traffickers arrested
- **4,157** survivors supported
- **1,275** exploiters prosecuted
- **51,164** police officers, public prosecutors, and community leaders trained in trafficking awareness

Our work has led to major systemic change in India, Bangladesh and the UK. It is also award winning – in 2020 securing a coveted Thomson Reuters Stop Slavery Award for our work in Bangladesh and the ‘Breakthrough of the Year’ in the UK’s Third Sector Awards for our Victim Navigator Project. In Romania, we have been given a SocNET (Serious Organised Crime Network) Award for our outstanding contribution to counter Modern Slavery and Human Trafficking, and in Scotland we were recently recognised as “Policing Partner of the Year” by Police Scotland



Justice and Care is an equal opportunities employer. We value the strength of a diverse workforce and encourage applications from people with disabilities, Black, Asian or Minority Ethnic (BAME) backgrounds, LGBT+ and from different socioeconomic backgrounds.



This role

Justice & Care is committed to using data and intelligence to drive our focus and activities. Our Theory of Change starts with a thorough understanding of the ‘need’ (or ‘problem’) within the system and our solutions are designed on the basis of this research and evidence.

Our International Systemic Change Unit (ISCU) specialises in the development of robust research and analysis to inform operational practice, sectoral learning and policy making. The ISCU collaborates with sectoral specialists and respected stakeholders, to develop a deeper understanding of the systems and conditions that facilitate slavery, and to influence conversations and decision-making that drive systemic change to address it.

Position in organisation

The role of Head of Programme, Criminal Justice System, reports to the [Head of International Systemic Change Unit], who reports to the Global Chief Executive. The Head of Programme also works closely with the Joint Policy Unit, Impact team, the UK Operations Team and the Development Team. The Global Chief Executive is the sponsor of the programme, with a particular interest in the output, and so the role holder will work closely with the CEO.

Purpose of the role

This role will focus on two core aspects: (1) developing a programme to ‘Increase the risk to traffickers’ through enhancing the effectiveness of prosecutions in the UK criminal justice system, and (2) coordination, and ownership of the growth and sustainability, of the Global Prosecutors’ Consortium (in partnership with the McCain Institute).

Main responsibilities

Your primary responsibilities include, but are not necessarily limited to:

- Designing and delivering a programme of research to diagnose the barriers and weaknesses in the UK criminal justice process in relation to modern slavery and human trafficking (MSHT) offences. This research should include (but not be limited to) end-to-end mapping of the criminal justice process for MSHT cases, identification of and in-depth consultation with key stakeholders, analysis and synthesis of existing literature and data; and cycles of validation of findings to identify specific, high potential leverage points for intervention.
- Preparing a report with a series of recommendations and an action plan that could address identified weaknesses in the UK criminal justice system in relation to MSHT at key leverage points. Designing and preparing a 'product' for donors to buy into, to drive lasting systemic change at scale in the UK through targeted interventions in the criminal justice system.
- Coordinate with McCain Institute to develop a timely and relevant agenda for Virtual Calls and In-person summit meetings that builds the capacity of the Consortium, identifies areas of best practice and forges a strong practitioners network
- Providing research support to inform Consortium calls, working sessions, and the development of products and guidance to be shared more broadly
- Jointly developing and piloting tests, with the McCain Institute, tools for prosecutors and other stakeholders resulting from Consortium discussions, workshops and other input from Consortium members.



- Working with Consortium members to strengthen Human Trafficking prosecution policy and practice globally.
- Developing funding opportunities for law firms, corporates, foundations and high net worth individuals (HNWIs) to support the UK Prosecution Project and the Global Prosecutors Consortium.
- Developing and promoting a 'product' ('Project Wave') to provide a platform for corporates with a history in Trans-Atlantic Slavery to invest in anti-trafficking activities.

Other duties may arise from time to time



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Masters or equivalent professional qualification in legal practice	<ul style="list-style-type: none">• Masters or equivalent professional qualification in international development, international relations, economics, public policy or another relevant social science
Experience	<ul style="list-style-type: none">• Significant experience in legal practice, with exposure to criminal prosecution, cross-border legal assistance / cooperation, working with law enforcement and the criminal justice system• Experience of drafting complex reports/policy proposals with a high level of accuracy and attention to detail.• Experience with working collaboratively across teams, institutions, or organisations to achieve specific outcomes.• A strong academic record with experience of writing and presenting to academic and non-academic audiences.• Experience of using standard software and data analysis packages.	<ul style="list-style-type: none">• Relevant experience working either in modern slavery, public policy or research.• Experience using data visualisation tools/ techniques.



	Essential	Desirable
Skills/Abilities	<ul style="list-style-type: none">• Strong analytical skills and understanding of social science research methodologies, sampling and statistical analysis.• Effective project and time management skills and the ability to prioritise multiple conflicting tasks to meet strict deadlines.• Ability to work independently and as part of a team, with a willingness to contribute wherever needed.• Strong written and verbal communication skills, with the ability to adapt communication style to a variety of audiences, including academics, the media and the general public.• Flexibility to respond to changing workstream priorities.• Ability to work under pressure while maintaining a high degree of accuracy.	<ul style="list-style-type: none">• Strong presentation skills

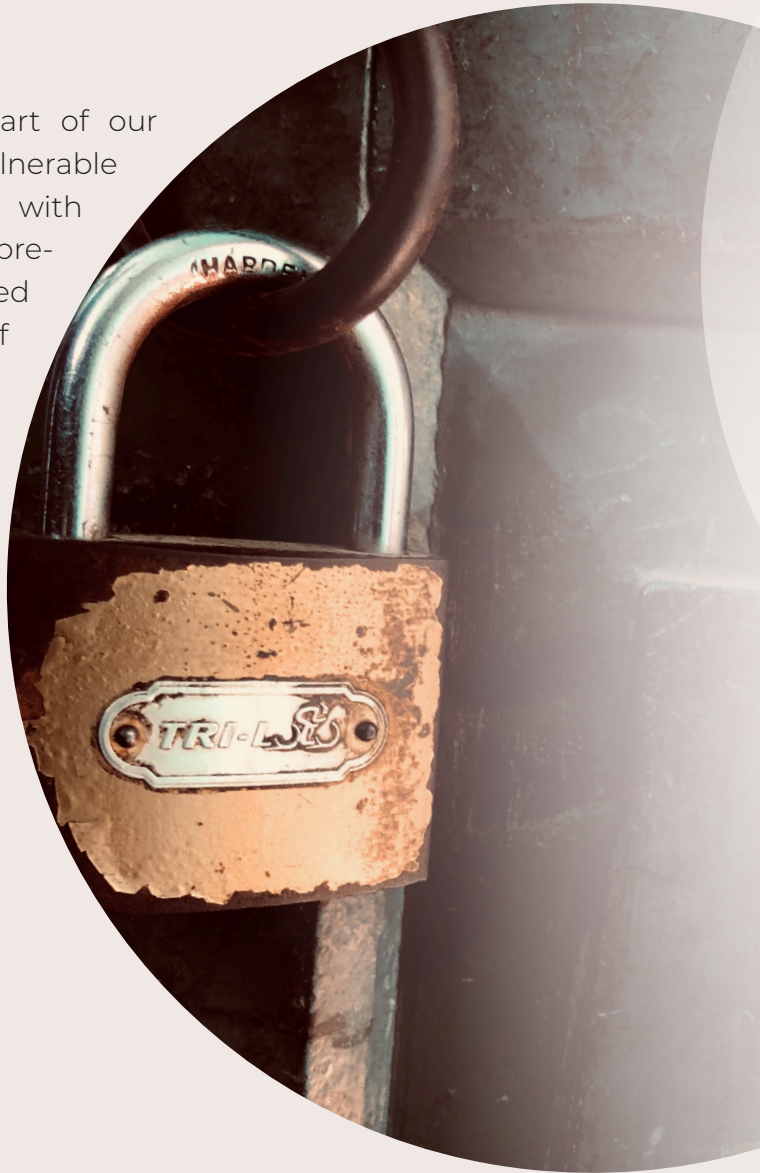
Today, thousands of children will become slaves. Taken to work in brothels, sweatshops, as domestic workers. One every 30 seconds. Do you care about this? As in really care?



	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none">• Strong interest in seeing evidence informed decision-making.• Specific interest in combatting slavery through the application of robust research and analysis, and innovative thinking.• Self-motivation	

Safeguarding

Justice and Care prioritises Safeguarding. As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with Justice and Care will be subject to satisfactory pre-employment checks. Such checks may be updated periodically during the course of the period of employment. Justice and Care also participates in the Misconduct Disclosure Scheme. In line with this Scheme, we will request information from successful candidates' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her/their understanding of these recruitment procedures.



Information for Applicants

Job Title:	Head of Programme, Criminal Justice System (UK/Europe)
Reporting To:	Director of International Systemic Change Unit. Potentially transitioning to the delivery team in due course
Contract Type:	Fixed Term Contract - 12 months
Working Hours:	Full Time (37.5 hours per week). For this role we are open to discussing the possibility of reduced hours, flexible start and finish times, or compressed hours.
Location:	Central London, but with hybrid working in agreement with line manager. A minimum of 3 days per week based in the office.
Salary:	£55,000 - £75,000 dependent on experience

How to apply:

To apply for this role, please send your full CV, equality monitoring form and a covering letter of no more than 1,500 words setting out your suitability for and interest in this post to recruitment@justiceandcare.org. Your covering letter should explicitly address the person specifications outlined above.