

# LIBERTY

## Recruitment Pack: Policy & Campaigns Officer

Liberty is an independent campaigning organisation. At Liberty, we challenge injustice, defend freedom and campaign to make sure everyone in the UK is treated fairly. Our new strategy is set out here: [Liberty-Strategy-2026-2029.pdf](#)

Liberty is seeking a Policy & Campaigns Officer who will work across a range of Liberty issues. We are looking for someone with strong policy development experience, an understanding of the greatest challenges facing human rights and civil liberties in the UK and sense of how to effect change in a challenging political environment.

POSITION DESCRIPTION	
Position title:	Policy & Campaigns Officer
Position reports to:	Head of Policy & Campaigns
Employment status:	Permanent, Full Time
Salary:	£43,918
Hours:	35 hours per week, plus occasional out of hours work (for which TOIL is available)
Location:	Hybrid - 2 days a week in the office, Westminster, London
Closing date for applications:	9am, Wednesday 15 July 2026
Interview dates:	First round interviews are scheduled for Wednesday 30 July 2026 and will be online.  Second round interviews will be held in-person at our offices on Thursday 5 August 2026.

### Key responsibilities

The Policy and Campaigns officer has a set of core responsibilities to which specific tasks and projects will be added based on their skills and experience.

#### Policy and Campaign Development

- Scope strategic areas for Liberty to work on based on threats to human rights, political priorities and domestic and international trends, in line with Liberty's strategic priorities.
- Develop highly detailed evidence-based policy to defend and advance human rights and civil liberties in the UK, and with the Head of Policy & Campaigns design and deliver influencing strategies to make the changes we want to see.
- Coordinate with colleagues across the organisation to build and deliver multi-disciplinary campaigns on a range of Liberty's priority issues that will persuade political, policy-making and public audiences.

## **Policy, Political and Legislative Analysis**

- Analyse new legislation that presents human rights concerns that fits within Liberty's priority areas, advising colleagues across the organisation and other sector colleagues on implications.
- Draft amendments to legislation with support from the Legal team and external counsel and work with MPs and Peers to develop and implement political strategies to influence legislative processes.
- Draft high-quality briefings, consultation responses and other written content, including articles and speeches, to advance Liberty's campaigns.
- Monitor parliamentary business, Government announcements, and media coverage to identify and assess emerging developments, and ensure team and wider organisation is fully briefed on relevant issues.
- Carry out rapid analysis of policy developments within Liberty's strategy with a view to update the rest of the organisation and make a recommendation about whether Liberty should be doing further work on the issue.

## **Project Management and Cross-team Working**

- Playing an active role in effective cross team working across assigned areas including by supporting the Communications and Engagement team to identify and develop creative ways to communicate with, engage and empower the public to advocate for and support human rights.
- Produce high-quality, persuasive content on relevant policy developments, including by assisting Liberty's Policy Council to adopt policies and preparing materials for Liberty's annual membership meeting.
- Provide technical advice for specific assigned areas, keeping up to date with changes, advising teams as appropriate.
- Project manage specific work streams, bringing in relevant colleagues from different teams where necessary and keeping colleagues across the organisation up to date, working with the Head of Policy & Campaigns to ensure work is strategic. Deliver projects to agreed budgets where applicable.
- Keep online project management tools, including contact management systems, up to date
- With support from the Head of Policy & Campaigns, lead in the monitoring and evaluation of specific projects, monitoring and reporting performance against KPIs and making suggestions for improvement.

## **Representing Liberty Externally**

- Act as a spokesperson, taking part in broadcast and print interviews and representing the organisation at events, including in front of parliamentary committees on assigned pieces of work where required.
- Build and coordinate strategic working relationships with key influencing targets and decision-makers, such as parliamentarians of all political parties, senior civil servants etc.
- Develop and maintain strategic relationships and partnerships with parliamentarians of all political parties, think tanks, senior civil servants, other NGOs, grassroots groups and other stakeholders with the purpose of furthering Liberty's objectives and with the aim of gaining sector insights, maintaining an awareness of sector challenges, best practice and solutions
- Plan and deliver events, including parliamentary receptions, panel discussions and stakeholder meetings to build relationships, influence policymakers and advance Liberty campaigns.

## General

- Keep up to date with developments in politics, human rights and civil liberties in the UK including maintaining strong political instincts and an understanding of what influences policy-makers. Proactively monitor parliamentary business, government announcements, and media coverage to keep on top of political trends.
- Contribute to the Policy and Campaigns team's and organisation's work on anti-oppression through feeding into the anti-oppression workplan and delivery of assigned tasks.
- As required, support the Philanthropy team by feeding into funding applications/reports as relevant to your work.
- As required and under the direction of the Head of Policy and Campaigns, prepare briefings on areas of your work, for other teams and for board report etc, and present areas of your work at internal meetings including All Staff meetings.
- Attend and participate in Liberty events as needed, including occasional duties outside of office hours
- Perform other duties as required as requested by the Head of Policy and Campaigns.

Selection criteria		Essential	Desirable
<b>Experience and knowledge</b>	Good understanding of civil liberties and human rights issues, including relevant domestic and international human rights frameworks	✓	
	Strong understanding of the Parliamentary and legislative process	✓	
	Particular expertise in one or more of the following areas: human rights frameworks, technology and human rights, equalities (e.g. LGBTQ+ rights, migrants' rights), rights in the context of counter terror powers, protest rights		✓
	Experience developing evidence-based policy and undertaking desk-based research		✓
	An understanding of different approaches to campaigning and how political audiences respond to policy and campaigning arguments	✓	
<b>Competencies</b>	<b>Communication</b> - Ability to communicate, both orally and in writing, complex legal and policy arguments and principles clearly and succinctly to a non-legal audience	✓	
	<b>Collaboration</b> - Ability to work collaboratively with staff at Liberty and other organisations; excellent inter-personal and relationship building skills	✓	
	<b>Judgement</b> - Sound political judgement and a commitment to Liberty's non-party/cross-party stance	✓	
	<b>Problem-solving and pro-active</b> - Ability to manage multiple and competing priorities, meet deadlines, work independently, and solve problems.	✓	
	<b>Analysis</b> - Ability to research, scrutinise, and compile complex legal and policy arguments to a high standard.	✓	
	<b>Attention to detail</b> - a thorough, accurate and careful approach to work.	✓	
<b>Values</b>	Commitment to human rights and Liberty's cross-party, non-party status.	✓	
	Commitment to building a fair, compassionate, and diverse working environment	✓	

## Important Information

1. Application forms should be uploaded as a pdf document to the [Job Board](#) via our website with the job title as the subject no later than: **9am, Wednesday 15 July 2026**

**Applications received after the closing date will not be considered. We cannot accept CV's.**

2. You will receive an automatically generated response confirming receipt. If you **DO NOT** receive this response please check your junk folder. Any questions or issues, please contact [HR@libertyhumanrights.org.uk](mailto:HR@libertyhumanrights.org.uk)

First round interviews will be online and scheduled for Thursday 30 July 2026

Second round interviews will be held on Wednesday 5 August 2026 in-person at our offices in Westminster.

Details of the interviews will be confirmed by email.

3. Applicants who have not been short listed will be notified by email. **Due to our limited resources, we are unable to provide feedback on applications.**

Interview panels will be made up of two to four people who will each ask the candidates questions. The questions are intended to allow you to expand on your application and to demonstrate to the panel how far you meet the essential and desirable requirements of the post. All candidates are asked a uniform set of questions (usually five or six) and may also be asked follow-up questions to clarify or expand on individual answers. At the end of the interview candidates will also have an opportunity to ask questions about the job, conditions of service, etc. The questions will be sent to you in advance of your interview, although there will be some follow up questions based on the answers you give in the interview.

4. Shortlisted candidates may be asked to complete a pre-interview or written task.
5. Once all interviews have taken place, shortlisted applicants will be contacted and informed of the outcome either by email or phone and offered the opportunity to receive feedback.
6. If you have a special requirement for completing the interview or a task due to an impairment or connectivity reasons, please contact us at [HR@libertyhumanrights.org.uk](mailto:HR@libertyhumanrights.org.uk).
7. You can find our privacy notice for job applicants [here](#).