

Job Description

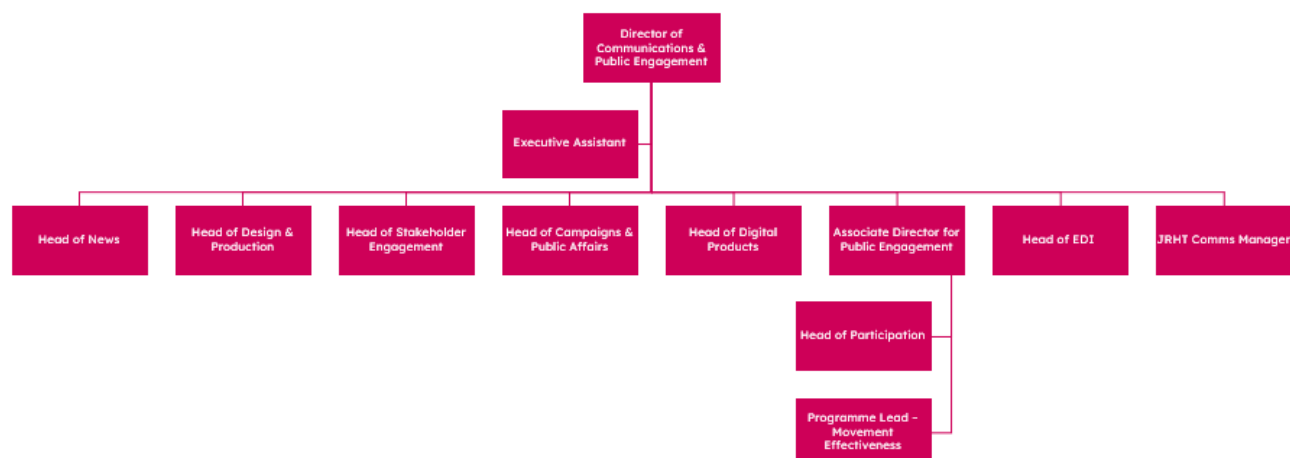
Job title	Programme Lead - Movement Effectiveness	Department	JRF
Reports to (job title)	Associate Director of Public Engagement	Section	Communications & Public Engagement
Date	28 February 2024	Location	York or London but willing to discuss flexible working from other locations
Grade	J		

1. Purpose of job

The purpose for this role is to design, and deliver projects that help create the conditions for deeper collaboration within social justice movements by supporting a set of actors including Charity CEOs, senior leaders, policy makers, and frontline activists to critically reflect on their respective roles in building and sustaining the movement ecosystem and how they work with each other.

Success of the role will be measured by the extent to which different actors work together to knit insight, wisdom and ideas from multiple viewpoints, and integrate the efforts of people working in policy, campaigning and grassroots organising.

2. Organisation structure



3. Job context

The Movement Effectiveness team sits within the Communication and Public Engagement Directorate. The purpose of this team is to take forward JRF's new strategy on supporting movement actors to be more effective in the UK.

We do this in three ways:

- By funding movement infrastructure organisations and grassroots community organisers
- By supporting foundational research and communications activity to build capacity among movement participants to deploy effective messages aimed at shifting public attitudes.
- -By spotlighting the importance of power and connection within the social change process, and creating spaces for different parts of the eco system (thought leaders, activists, charity leaders, narrative experts) to shape and share ideas for transformative change.

Our work is guided by a set of six principles:

Horizons

We help bring about urgent policy and practice changes now, while fostering the deeper structural changes needed to shape an economic and social model in which people and planet can flourish.

Power

We use our position to engage with and apply pressure to those who hold official power today, through the quality of our arguments and ideas and by building powerful coalitions and movements for change, centring the voices of those who benefit least from the status quo.

Equity

We bring the lenses of equity and liberation to our work, seeking to transform the unjust systems that perpetuate structural disadvantage. We are committed to playing a vocal role in reshaping philanthropy and investment practices in this context.

Risk

We embrace more speculative work, learning as we go, and knowing there is no 'what works' path for more transformational change. We recognise shouldering risk is a responsibility of a wealthy, independent foundation able to think long-term and focus on radical change.

Infrastructure

We adopt an 'infrastructure mindset', always asking ourselves how, as a wealthy independent organisation, we can use our position in a generous and long-term way to develop 'value for many' infrastructure.

Plurality

We campaign with a strong consistent voice, grounded in a wide range of views and voices from different political traditions and backgrounds – including traditional and new economic thinking.

4. Main accountabilities

1. Strategy (40%)

- a. Develop cohesive strategy with partners to plan and deliver the programme's focus areas
- b. Design and lead a plan on the programme's effectiveness to shape future priorities and inform decision making

- c. Commission research and insight activity, tracking trends and developments to inform the ongoing work of the movement effectiveness strand.

2. Delivery (30%)

- a. Develop and deliver processes relating to the programmes governance, grantmaking processes and relationship management.
- b. Manage and monitor the budgets for the programme (£250k) ensuring accountability and transparency
- c. Proactively ensure that the design and delivery of all the Movement Building work upholds JRF's commitment to equity, racial justice, and transformative change
- d. Build trusting, mutually respectful relationships with senior leaders as well as organisations we fund, partner with and commission through this work.

3. Communications (30%)

- a. Develop and commission content that tells the story of the movement effectiveness programme
- b. Collate, document and share learning and insights from the work as it develops to contribute to the wider Movement Building content creation
- c. Inform and promote the work of the Movement Building team to the wider organisation, and proactively seek opportunities for collaboration including identifying new funding partners.

5. Knowledge, experience and training

We are seeking applications from people with a passion for building, supporting and sustaining effective social movements in the UK. The ideal candidate for this role may come from any number of different industries or backgrounds and possess experiences and skillsets that are transferable into this role.

You need to have a sophisticated understanding of the role of civil society and social movements in driving social change and be deeply committed to social justice and the role that philanthropy can play in supporting change. To be an effective and successful Programme Lead we believe your key strengths will fall in the following areas:

Essential:

- **Relationship Building:** Exceptional ability to build, lead, negotiate and manage successful external partnerships, with the skills required to influence and work collaboratively with people at all levels of seniority from CEO's to frontline organisers, building bridges between people and groups with diverse perspectives
- **Programme Management:** Experience of successful programme design, management, delivery, and evaluation with the ability to juggle and prioritise different tasks, working on multiple projects to different deadlines.

- **Communication:** Excellent verbal and written communication, skilled at listening and asking questions, with the ability to influence a wide range of audiences and build ideas in collaboration with others.
- **Data and Finance:** An analytical approach to your work with the ability to analyse data and accurately manage financial information
- **Purpose-Driven:** A deep commitment to racial, social, and economic justice, and eagerness to develop your learning in these areas.
- **Digital:** Confident and competent in using digital tools and platforms for project and data management, communications, and collaboration.
- **A self- starter:** able to work independently at pace and take initiative.

Desirable:

- Good understanding/experience of community organising or narrative power for supporting social change in the UK.
- Practical expertise of using social media as a tool for networking, promoting and influencing the work of the team.

6. Impact on resources

The programme budget for 2024 is £250k, with a view to increase funds by influencing other partners and funders to invest in this area of work. A strong component of this workstrand is to be in partnerships with other organisations, so will have joint accountability of programmes across different pooled funds, for example 'Resources on Narrative Power' with other funders.

7. Values and Behaviours

The postholder will be expected to demonstrate the organisation's values and behaviours outlined in detail in JRF/ JRHT's 'Values and behaviours' booklet.

We are built on trust

We demonstrate this by:

Acting with integrity – doing the right thing in the right way, delivering on promises and being open to challenge.

Always improving – making positive suggestions to improve our services and our work, embracing change and encouraging others to do the same, and learning from mistakes, sharing that learning and making changes.

Communicating well – giving others relevant information in a confident and knowledgeable way, updating people when required and listening carefully.

We show we care

We demonstrate this by:

Being supportive – looking after the health and wellbeing of yourself and others, showing people you care through your actions and being supportive and offering advice, or connecting people to places where they can access it.

Being Inclusive – treating everyone fairly so everyone feels welcome and valued, and challenging discrimination and unfairness when I see it - in others and myself.

Showing respect – treating others with kindness and respect, seeking feedback and receiving it openly, and apologising when you make a mistake.

We make a difference

We demonstrate this by:

Working together – being reliable and completing my own work, providing positive and constructive feedback, and working well with others, both within your team and in other teams.

Outcomes focused – by focusing my time and energy on an agreed outcome, playing my part in measuring progress, and when considering issues and problems, coming up with solutions.

Resourceful – by making the most of the resources available, respecting people's time and anticipating problems and thinking creatively to solve problems.