

Join Our Team



FAWCETT
SOCIETY

fawcettsociety.org.uk

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, proudly declaring yourself a feminist and being part of a team that is making change happen is an absolute privilege. Working remotely and part-time means I can balance my caring responsibilities alongside my job, and I have the autonomy to work independently while receiving 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



At Fawcett, we fight for the rights of women and girls. In the last decade, we have seen huge shifts in how women make money, how they use online platforms, and how employers act towards women. It is a complex picture. While there has been remarkable progress in many areas, for example the Employment Rights Act, we know many women are underpaid and unprotected. We see women making money outside of traditional employment, which may mean more flexibility, but it also means less protection around sex discrimination, sexual harassment, and unfair and unequal pay.

Employers have stepped up support for women, either through reporting on gender pay gaps, menopause policies, domestic abuse policies, or protections for new mums in the last decade. But again, things are not simple. We see employers now rolling back on previous commitments. How much of this is glossy lip service to equality?

This role is about investigating what is really happening for women. This is about uncovering the lived realities for women financially, and analysing the impact of legislation, regulation and protections.

With this role, we are committed to following the evidence, the stories, and taking a journalistic and investigative approach to our research and campaigns. We are not too concerned with job titles or qualifications; we are looking for curiosity, boldness, credibility, and the ability to tell stories.

The role is a 12 month role. The successful candidate will lead the organisation on two projects on women's financial equality, with support from colleagues and additional research support. We want to embed this role and this approach in the team's long term strategy and work, with this role having significant autonomy and freedom to uncover and communicate emerging stories and trends affecting women's equality and experience.

The role is 3 – 4 days a week. We are open to people who want to continue writing or working on other issues and freelance opportunities, with agreement. The role is fully remote, and of course completely flexible.

We look forward to your applications

Penny East

The role at a glance

Job Title:

Senior Investigative Researcher

Salary:

£40,000 - £45,000 FTE

Location:

Remote with regular travel in London and around the UK

(All reasonable travel expenses covered for all Fawcett work)

Contract:

12-month fixed term, with possible extension subject to funding

Hours:

Part-time. Flexible. Minimum 3 days a week.

Reports to:

Chief Executive / Head of Campaigns

Line Management:

Will manage freelancers

Closing date:

4th October 23:59

Interviews:

Expected to be in the week of 12th October

Job description & person specification

Position: Senior Investigative Researcher

Location: Remote with regular travel in London and around the UK

Salary: £40,000 - £45,000 FTE

We always publish the salary for our roles. We do not seek salary history as part of the recruitment process.

Hours: 3 – 4 days a week. Full-time hours at Fawcett are 37.5 hours per week.

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

Purpose of the role

The Senior Investigative Researcher is a new role at Fawcett.

We want to bring an investigative approach to our campaigning and research work. This is about discovering the emerging trends in the labour market and how they affect women, how women make money outside of formal employment, the behaviour of employers, the effectiveness of protection and regulation, and the impact of the ‘culture war’ narrative on women’s financial equality.

The 12-month contract will focus on women’s financial equality but focussed on telling the stories and experiences of women and workplaces in an emotive and engaging way. This isn't a traditional desk based research role. Rigorous evidence matters enormously but we want someone who is interested in uncovering what is happening in practice and is willing to ask difficult questions to get to the truth.

Our hope is that we embed the investigative approach into all our campaigns and research outputs. While there are distinct projects this role will lead on initially, we hope to build significant autonomy and freedom into the role to look at other trends and behaviours, for example extreme misogyny online, the Femosphere, content creator economics, or extreme beauty trends.

This may suit someone with a background in journalism, or research, or campaigning. We are less concerned with the professional background and more focused on finding someone who will take a brave and investigative approach, who will take a responsible and sensitive approach to talking to women and will be forthright and frank in the way those stories are told.

Key Responsibilities

1. Investigative research and evidence-gathering

- Identify and assess evidence from a range of sources, including lived experience, interviews, data analysis, survey data, FOIs, policy material, academic research, legal and regulatory sources, and sector intelligence.
- Develop clear lines of enquiry and evidence standards, ensuring that Fawcett's claims are accurate, proportionate and defensible.
- Maintain clear records of sources, research decisions, consent, risks and evidence trails.

2. Lived experience and contributor engagement

- Build trusted relationships with women and stakeholders willing to share their experiences, ensuring engagement is ethical, transparent and sensitive to potential risk.
- Ensure contributors understand how their testimony may be used, including issues of consent, anonymity, attribution, safeguarding, media exposure and limits to confidentiality.
- Work with colleagues to manage risk carefully where contributors may be sharing experiences involving income insecurity, discrimination, harassment, surveillance, employment status, immigration status or other sensitive issues.
- Use lived experience responsibly, connecting individual stories to wider patterns of systemic inequality without placing unnecessary burden on contributors.

3. Public-facing writing, storytelling and communications

- Produce clear, compelling written material that helps general audiences understand the trends, behaviours and experiences affecting women's financial equality.
- Translate complex evidence and lived experience into accessible public-facing outputs, which may include blogs, articles, case studies, social media content, campaign materials, briefings or other formats agreed as the work develops (working alongside content, communications, and campaigning colleagues)
- Support Fawcett to communicate evidence in ways that are grounded, non-partisan and capable of influencing public debate.

4. Collaboration across campaigns, policy and research

- Work closely with colleagues to ensure investigative findings inform Fawcett's wider work on women's economic inequality, employment rights and the future of work.
- Support the development of campaign narratives, policy messages and media lines based on the research and stories that are uncovered.
- Share emerging insight across the organisation so that learning from the project strengthens Fawcett's wider strategy and decision-making.
- Contribute to planning discussions about how and when Fawcett should use research findings publicly.

5. Partnerships and sector intelligence

- Build relationships with relevant organisations, worker-led groups, unions, researchers, journalists, legal specialists, academics and campaigners.
- Monitor developments in policy, regulation, litigation, labour market practice and public debate relating to the gig economy and women's work.
- Identify opportunities for collaboration, evidence-sharing, public engagement or influence.
- Represent Fawcett externally where appropriate, with clear agreement on messaging and organisational position.

6. Ownership, quality and organisational accountability

- Produce work as part of Fawcett's organisational research and influencing programme, with outputs published under the Fawcett Society name unless otherwise agreed.
- Ensure drafts, evidence, contact records and project materials are stored appropriately and remain accessible to Fawcett.
- Work within agreed sign-off processes for external publication, media use, contributor material and organisational positions.
- Contribute to a clear audit trail so that Fawcett can evidence how findings, claims and recommendations have been developed.

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.
- Identify and proactively share relevant opportunities that could benefit the organisation, including grants, awards, partnerships, pro bono support or in-kind offers, drawing on your subject knowledge and networks. Where appropriate, take a lead role in progressing these opportunities, or collaborate with relevant colleagues (e.g. fundraising, communications or delivery teams) to develop and submit applications. This includes contributing to maximising the organisation's impact and return on investment by ensuring that appropriate opportunities are not missed.

Person Specification

Essential criteria

- A strong track record of finding things out – through journalism, research, campaigning, investigations or another relevant route.
- Exceptional curiosity and the instinct to ask “but is that actually true?”
- Excellent interviewing and writing skills, including the ability to turn complex evidence and people's experiences into compelling public-facing stories.
- Excellent judgement around evidence, accuracy, consent, confidentiality and working sensitively with people sharing difficult experiences.
- Ability to assess the strength and limits of different types of evidence.
- Ability to work independently while collaborating well with colleagues across communications, campaigns, policy or research.

Desirable criteria

- Experience and/or knowledge of issues such as equal pay, the gender pay, gig economy, platform work, content creator economics, insecure work, low-paid work or employment rights.
- Experience of producing public-facing outputs such as blogs, articles, case studies, campaign stories, briefings or social media content.
- Knowledge of UK employment policy, labour market regulation or equalities policy.

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 3 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.