

# Training Manager (maternity cover)

Recruitment Pack



Protecting human rights in childbirth

# Message from the Chief Executives

Firstly, thank you for your interest in working for Birthrights.

If you want to be able to make a real difference to the experiences of women and birthing people in maternity care, by increasing understanding of the law amongst healthcare professionals and those who manage and regulate maternity care, please read on.

The maternity system in the UK is in crisis and the experiences and outcomes for many women and birthing people, and their babies, are alarming; our work has never been more urgent.

Birthrights was founded in 2013 with the understanding that at the heart of the poor experiences and outcomes of maternity care for so many, is a consistent failure to listen to the voices of women and birthing people and a complete disregard for their fundamental human rights.

Over ten years Birthrights has grown from a tiny volunteer-led organisation to the UK's leading authority on the human rights of women and birthing people during their pregnancy and birth.



**Birthrights champions the fundamental human rights of women and birthing people during pregnancy and birth across the UK.**





“When we set out, human rights weren’t part of the conversation in maternity care, but our work has changed that and made a real difference to the lives of women and birthing people.”

– Elizabeth Prochaska, Birthrights Co-founder

We started as new CEOs of Birthrights in January 2023. This past year we have focused on strengthening our foundations, including developing a new strategic framework for the next 10 years which centres racial justice in all that we do. We are seeking to create a real step-change in how we influence meaningful change in maternity care, and our training strategy is a critical component of this.

We are looking for an experienced service manager with a commitment to Birthrights goals to provide maternity cover for our Training Manager. It’s an exciting time to be joining the Birthrights team, as we have recently expanded with new team members bringing dedicated Communications and Policy & Campaigns capacity to the organisation.

We are buzzing with energy and ideas on how we can work collaboratively towards long term, systemic change and addressing the entrenched inequalities in maternal healthcare, whilst carving out the time we need to be strategic and boundaried in our work so we can really care for ourselves and each other.

We hope that you will consider applying, even if you feel you do not meet all the criteria of the job description.

Shanthi Gunsekera and Janaki Mahadevan  
Co-CEOs, Birthrights

# About Birthrights

In the UK and around the world, women and birthing people are standing up and fighting for reproductive justice and against the erosion of their reproductive rights. Birth justice is a core part of that reproductive justice movement.

Birth justice exists when women and birthing people have the right to give birth with whom, where, when and however they choose and when laws, policies and practice enables all women and birthing people to access those rights. These rights exist in international human rights law and UK laws, but access to exercising these rights is under threat in the UK for all women and birthing people and is particularly restricted for the most marginalised women and birthing people.

Our vision is of a world where women and birthing people can access safe maternity care that fully respects their right to bodily autonomy and self-agency, free from discrimination, coercion and violence.

Our mission is to champion the fundamental rights of women and birthing people during pregnancy and birth across the UK.

Birthrights is the leading authority on the fundamental human rights of women and birthing people during pregnancy and birth and our work has never been more urgent. Our work is critical to not only transforming the experiences and outcomes for individuals, but also in shifting wider policy, practice and systems.

We do this by empowering and supporting women and birthing people, training healthcare professionals, holding systems and institutions to account and making visible the diverse experiences of maternity care.

We believe pregnancy and birth should above all be about your body, your birth, your rights.



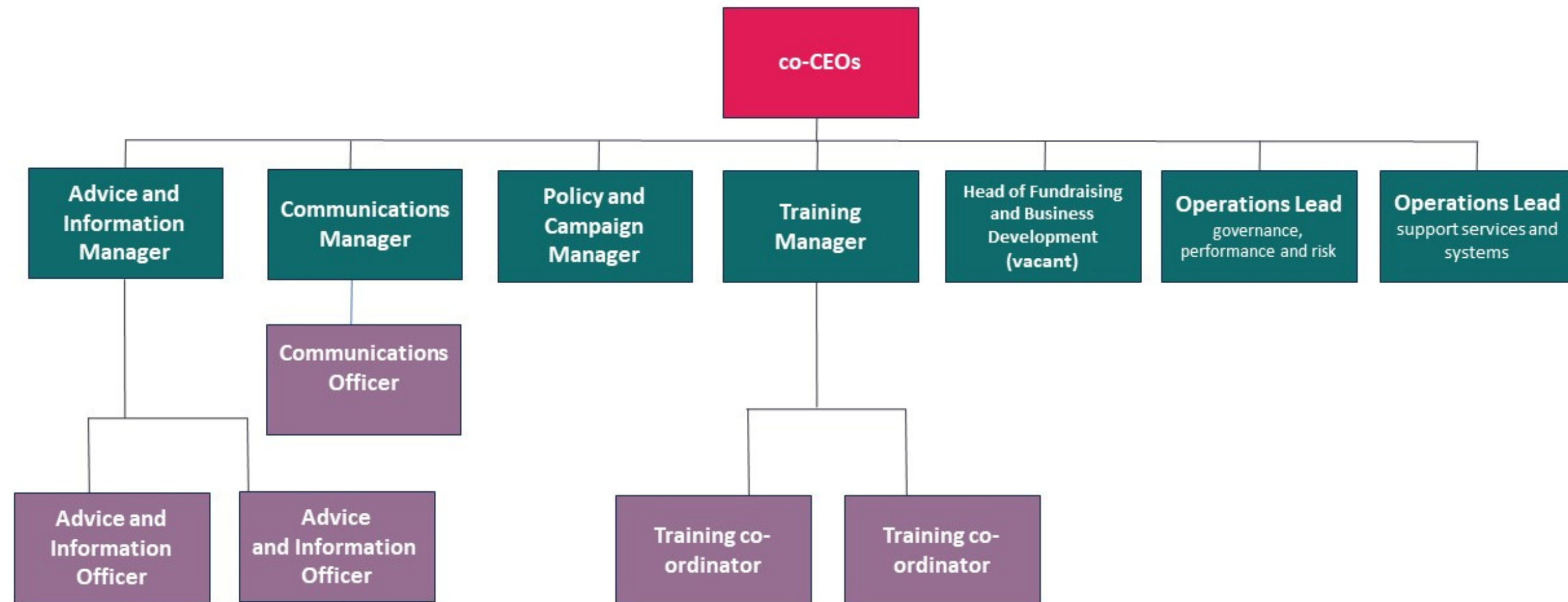


# About our team

Birthrights has a small, dedicated and passionate team committed to improving the outcomes and experiences of women and birthing people throughout their pregnancy and birth.

We are recruiting to enable us to increase our reach and impact, particularly in the communities with significantly worse maternal outcomes than the wider population.

As well as our staff team we are supported by Associate Trainers with legal and frontline health experience.



# Working with Birthrights

Birthrights has a committed and supportive team of part time staff who all work remotely and are spread across the country. While this role is fully remote, we do organise quarterly team meetings and away days in different locations, but most regularly in London and Birmingham.

As a charity we are committed to promoting a positive working environment and recognise that balancing work and home life requires flexibility.

- We believe a focus on team and individual wellbeing is central to our ability to deliver the best results for women and birthing people.
- We are committed to building a diverse and inclusive team where we all feel comfortable to bring our full selves to work.
- We believe this is core to our ability to be an organisation that is an accessible, inclusive and safe space for everyone who needs us.

All Birthrights staff members receive:

- 30 days annual leave (pro rata), excluding bank holidays and Christmas closure.
- A monthly £26 work from home allowance
- Enhanced maternity/paternity/adoption/shared leave provision.
- Investment in your continuous professional learning.
- Investment in your health and wellbeing through our Employee Wellness Strategy.



“I felt empowered and ready to stand up for the birth I deserve”.

–Service user

## About the role

The training service is a critical way in which we can work to increase awareness and understanding of how the law applies to maternity care and why this matters amongst women and birthing people and their supporters, and those who design, manage, deliver and regulate maternity care. It is also an important source of income for Birthrights.

We are looking for someone who has the ability to manage an income generating service, meet the strategic goals of the service, and identify advocacy opportunities towards our ambition for long term and systemic change.

We still want to hear from you even if you don't meet all our criteria. Please tell us about experiences that have not been included here, but that you feel might be relevant to this role.



<b>Role Purpose</b>	<ul style="list-style-type: none"><li>• Take Birthrights’ training offer to the next level by developing a comprehensive training strategy and then delivering it.</li><li>• Manage our training operation on a day-to-day basis, including marketing, managing bookings and payments, organising training events and ensuring events are evaluated.</li><li>• Manage our training team with two training coordinators, and support them to look after our Associate Trainer team.</li></ul>
<b>Reports to</b>	Chief Executives
<b>Management responsibilities</b>	Two Training Coordinator, as well as supporting them to look after our Associate Trainer team
<b>Salary</b>	£38,000 FTE per annum pro rata’d to 4 days per week (£30,400 actual salary)
<b>Hours</b>	30 hours per week based on a 37.5 hour working week. Employee-led working schedule but hours will need to overlap with the whole team at least one day per week.
<b>Location</b>	UK and able to travel to deliver training across England and Wales, and to attend some in-person meetings and events predominantly in London and Birmingham.
<b>Benefits</b>	30 days annual leave pro rata, highly flexible working, enhanced sick pay and parental leave policies.
<b>Contract</b>	6 months fixed term with the possibility to extend



# Job Description

## Leadership and Management

- To be an active member of the Senior Leadership Team (SLT), contributing to the strategic direction, performance and financial health of the organisation.
- To take swift, independent decisions on key strategic issues, as well as the maturity and self-confidence to encourage and appreciate the contribution of others.
- As a member of SLT, actively model anti-racist practice and ensure racial justice is at the heart of all Birthrights work.
- As a member of SLT, hold strong stakeholder connections and act as spokesperson, representing the organisation at events, meetings and media opportunities where appropriate.
- To manage associated staff and model inspiring, empathetic and collaborative leadership.
- To manage the training service, including budgets and performance.

## Training strategy and delivery

- Develop Birthrights forward-looking training strategy based on who we need to proactively target to achieve the greatest impact and systemic change and the best model for delivery.

- Build relationships to target those who should be receiving training within different organisations (e.g. management as well as frontline workers), strengthening ongoing relationships with organisations as well as developing new ones.
- Identify and develop new materials, courses, modules that may be needed to grow Birthrights offer.
- Scope opportunities for partnerships with other individuals and organisations, and investigate new platforms/tools that would enhance our training.
- Work with the Communications, Policy and Advocacy managers to market and grow the reach and income of the training service and ensure learning from training informs Birthrights wider campaigning.
- Oversee monitoring of the training service and ensure that the lessons learnt are incorporated into our training programme and that we are collecting appropriate data to evaluate our impact and report back to funders and other external audiences.
- Oversee the management of the training service ensuring efficient booking, invoicing, payments processes, financial health and reputation of the service.
- Support the Training Coordinators to manage the Associate Trainers (including catch-up events and leading additional recruitment to this team in future).

# Person Specification

## You will:

- Have a track record of working in training development and delivery.
- Have experience delivering income generating activities and balancing business strategy with advocacy goals.
- Have a commitment to Birthrights vision and mission and an understanding of racial justice, discrimination and multiple forms of oppression and a specific understanding of the effects of anti-Black racism.
- Be a team player who is able to work with a wide range of people.
- Be a self-starter, able to work independently and effectively in a remote team, and who possesses the curiosity to investigate new opportunities and relationships and make recommendations without being asked.
- Have excellent communication skills - verbally and in writing.
- Have a willingness to muck in, support other members of a small team, and flex easily between strategic and hands-on tasks.
- Have an ability to develop materials / communicate information in different formats.
- Knowledge of current rights issues in pregnancy and birth and/or human rights law is desirable



# How to apply

Please send the following by 23:59 on 1st April 2024 to: [careers@birthrights.org.uk](mailto:careers@birthrights.org.uk) with 'Training Manager' in the subject line:

1. Your CV
2. Answers to the following questions in any format that suits you for example in writing, voice note, presentation or video – please try and keep your answers succinct and no more than 800 written words in total (for all answers) or seven minutes if verbal.
  - Tell us about your experience of managing a service or team
  - Tell us about your experience of training
  - Tell us about your understanding of human rights law and/or the state of maternity care in the UK

Interviews are planned for the w/c 8th April and will be held virtually via Zoom. We will share questions in advance of interview.

Please contact us if you require any assistance or adjustment so that we can help ensure the application process works for you.

We use positive action in our recruitment. This means that we are actively seeking candidates from underrepresented groups (including people from racially minoritised communities, migrant and refugee communities, LGBTQ+ people and disabled people) and if there are two candidates who are equally qualified, we will choose the candidate with this background.

