



# Interim Director Campaigns, Policy and Programmes

## JOB DESCRIPTION AND PERSON SPECIFICATION

<b>Job title:</b>	Interim Director of Campaigns, Policy and Programmes
<b>Contract:</b>	Fixed term contract – 6 months with possibility of extension
<b>Reporting to:</b>	Interim Executive Director
<b>Salary:</b>	£71,827.58 rising on an annual incremental basis, plus 6% contributory employer's pension (pro-rata).
<b>Holidays:</b>	27 days' annual leave, including four days over the Christmas period when the office is closed (pro-rata).
<b>Benefits:</b>	Interest-free loan for season ticket or bicycle purchase.
<b>Hours:</b>	35 hours per week. Some weekend and out of hours working is essential, for which time off in lieu will be given.
<b>Based at:</b>	War on Want staff can work from War on Want's head office, 44-48 Shepherdess Walk, London N1 7JP and from home. Some travel within the UK and overseas may be required.
<b>Responsible for:</b>	Campaigns, Policy and Programmes Department of 9 staff, plus occasional volunteers.

To apply for the role please go to <https://system.citrushr.com/Job?uid=pvxyngdiocizatyhduwp>

**Deadline for receipt of applications: 5pm Monday 4 August 2025.**

Interviews **26/27 August**, we may carry out interviews on a rolling basis.

We welcome applicants interested in both full time, job-share or part time (minimum 3 days pw).

## **JOB DESCRIPTION**

War on Want is a radical organisation that runs hard-hitting campaigns against the root causes of poverty and human rights violation, mobilising support and building alliances to fight for human rights, especially workers' rights, raising public awareness of the root causes of poverty, inequality and injustice, and empowering people to take action for change. We work in partnership and active solidarity with grassroots groups around the world, as part of the movement for global justice.

War on Want's new three-year strategic framework prioritises our work on the intersection of crises of inequality, climate, poverty and injustice, with our campaigns towards a radical Global Green New Deal, and on Justice for Palestine being the priority campaigns for the organisation.

### **About the role**

We are entering a period of leadership transition as after 8 years our Executive Director is leaving War on Want for a new leadership role in the climate justice movement. We are seeking to recruit a dynamic self-motivated and experienced Interim Campaigns, Policy and Programmes Director, as our current Department Director steps up to cover the Interim Executive Director role. You will need proven experience of directly managing thematic experts and campaigners and be able to lead the delivery of impactful and transformative campaigns.

As a member of the Senior Management Team, you will be responsible for planning, implementing and monitoring War on Want's campaigning, policy and international programmes work. Reporting to the Interim Executive Director you will also contribute to the overall management of the organisation. This is a unique and highly rewarding position for a creative and inspirational individual to make a genuine difference in the fight for global justice.

### **Key Tasks:**

- Manage the staff of the campaigns team and the Head of International Programmes, ensuring the effective running of the department, including regular department meetings, strategic/project meetings, cross-organisational meetings, 1:1s, and monitoring of workplans.
- Oversee delivery of strategic and effective campaigns, in line with the organisations charitable objectives and charity commission guidance, and to support the Head of International Programmes in delivery of the International Programme's Unit strategic priorities and delivery of key projects.
- Support the departments thematic leads on War on Want's policy development, ensuring that clear positions are reached on key relevant issues, in alignment with War on Want's intersectional framing on human rights, social and climate justice issues.
- Lead the team to deliver strong and impactful outputs and activities, maximising the engagement of War on Want's supporters and the public through our campaigns, communications outputs and movement building work.
- Oversee and contribute to regular written outputs and communications including War on Want social media channels and website, and supporting the Interim Executive Director, Head of Communications, and Director of Income and Engagement when needed on prompt sign-off of War on Want external outputs and messaging.
- Act as an Ambassador for War on Want, representing the organisation at public meetings and events, and to act as a spokesperson in the media along with the Interim Executive Director and other staff.
- Provide backstop support to the Head of International Programmes for the development and delivery of grant funded international partnership based projects activities – including supporting cross-team work with the Income and Engagement Department and Finance and Operations Department to ensure effective management and reporting on grant funded work, ensuring new Concept Notes/ Applications are in line with strategic priorities and funding needs.
- Support the International Programmes Unit where needed in the strengthening and deepening of relationships with War on Want international partners, movement allies – especially in respect to the development and integration of War on Want's Global Alliance for Just Equitable and Ecological Transitions as a key part of our three-year strategy.
- Provide support to the development and delivery of War on Want's new flagship Azadi fund for partners and allies working for Just, Equitable and Ecological Transitions.

- Actively support funding applications and War on Want's organisational funding strategy including developing relationships with trusts and foundations with the Interim Executive Director, Director of Income and Engagement and Senior Fundraising Officer.
- Contribute to the leadership and organisational strategy, planning, policy, decision making and every day running of War on Want as a member of the Senior Management Team, working closely with the rest of SMT to ensure alignment between fundraising, communications and engagement, and campaigns and international programmes.
- To lead in reforecasting and setting the budget for the department, together with the Director of Finance and Operations and other members of the Senior Management Team.
- To ensure the Council of Management and all other governance structures are provided with relevant and appropriate advice, including reporting on the department's work and impact and contributing to the operational risk management for the organisation.
- All other duties as required by the Interim Executive Director and commensurate with the post.

## **PERSON SPECIFICATION**

### **Essential**

- Strong campaigning (at least 5 years), including experience of designing, developing and implementing campaigns including both digital and offline campaigning activities.
- Experience of leading and managing a team, unit or department, and building and managing strong and effective working relationships.
- Senior management experience in a charity, campaign or non-governmental organisation, or similar.
- Experience and understanding of strategic planning processes, including theories of change and measuring impact, and ability to oversee multiple projects and activities.
- Strong knowledge of global rights and justice issues and political alignment with War on Want's vision and mission and experience of working within the UK justice movements.
- Proven range of communication and presentation skills including excellent writing skills across a range of audiences.
- Experience of raising funds for campaigning or other projects,

### **Desirable**

- Experience of producing and overseeing publications, from leaflets to campaigning publicity materials and major research publications.
- Experience of external representation to influencers, decision makers, funders and key audiences, such as trade unions
- Demonstrable knowledge of global social justice movements.
- Knowledge of regulation affecting campaigning work in a charitable organisation