



Director - Campaigns, Policy and International Programmes

JOB DESCRIPTION AND PERSON SPECIFICATION

Job title:	Director of Campaigns, Policy and International Programmes
Contract:	Full time permanent
Reporting to:	Executive Director
Salary:	£74,865.89 rising on an annual incremental basis, plus 6% contributory employer's pension.
Holidays:	27 days annual leave, including four days over the Christmas period; rising to 29 days after three years' service and 30 days after five years
Benefits:	Interest-free loan for season ticket or bicycle purchase.
Hours:	35 hours per week. Some weekend and out of hours working is essential, for which time off in lieu will be given
Based at:	War on Want's head office: 44-48 Shepherdess Walk, London N1 7PD. Hybrid working. One day a month at War on Want's office, more in-person days required on an ad-hoc basis. Some UK and occasional overseas travel may be required.
Responsible for:	Campaigns, Policy and International Programmes Department of 9 staff, plus occasional consultants and volunteers.

Deadline for receipt of applications: 23.59 Sunday 8th February 2026

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

War on Want is recruiting for a permanent Department Director to lead our campaigning, policy and international partnerships and programmes work. This role will suit a dynamic self-motivated and experienced Department Director. You will need proven experience of directly managing thematic experts and campaigners and experience in leading the delivery of impactful and transformative campaigns.

As a member of War on Want's Senior Management Team, you will be responsible for ensuring and overseeing the effective planning, implementing and monitoring of War on Want's campaigning, policy and international programmes work. Working with the Executive Director and Senior Management Team colleagues 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:

Leadership and Management

- Manage the Head of International Programmes, the Head of Campaigns, Senior Mobilisation Officer and Trade Union Officer to ensure 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, partnerships and programmes in line with the organisation's charitable objectives and charity commission guidance, and to support the head of teams in delivery of strategic priorities and key projects.
- 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 income generation, communications, engagement, campaigns and international programmes.
- To ensure War on Want's Council of Management and all other governance structures are provided with relevant and appropriate information, including reporting on the department's work and impact and contributing to the operational risk management for the organisation.
- Represent War on Want externally at a wide range of meetings and events as required, including public speaking, and to act as a spokesperson including in the media along with the Executive Director and other staff.

Policy development

- Working with the Executive Director, provide strategic direction to War on Want's policy positions in line with the organisational Strategic Framework.
- 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.
- Develop and nurture external relationships across key sectors to ensure War on Want's ongoing learning and development on policy debates related to War on Want's areas of work and Organisational Strategic Plan.
- Work with teams across the organisation to support the delivery of a range of engaging outputs for different audiences to explain and promote War on Want's policy on key areas of work.

- Regularly review the external UK and global contexts to ensure War on Want's relevant and timely interventions in line with organisational priorities and goals.

Campaigns

- Responsibility for guiding and overseeing the development and implementation of strong cross-organisational campaign strategies and plans, building organisational knowledge and understanding of best practice approaches and processes to deliver impactful campaigns.
- Lead the department 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 in close collaboration with the Income and Engagement Department to ensure campaigns, programmes, and policy positions effectively support the shared organisational needs of supporter engagement, income growth, and communication priorities.
- Oversee and contribute to regular written outputs and communications including War on Want social media channels and website, and supporting the 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.

Partnerships and programmes

- Support the International Programmes Unit where needed in the strengthening and deepening of relationships with War on Want international partners and 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.
- Guide the department in the nurturing of relationships with external stakeholders, helping to identify and map the development of key audiences important to War on Want's campaigning, partnerships and programmatic work.
- Support and oversee the mutual growth and complementary connections across international partnerships and programmes work and policy and campaigning work.
- Actively support the nurturing of relationships with Trade Unions in the UK and globally.

Funding

- Provide support and guidance 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 and contribute to War on Want's organisational funding strategy including developing relationships with trusts and foundations with the Executive Director, Director of Income and Engagement and Senior Fundraising Office, including the development of multi-year grant proposals.
- Provide support to the Head of International Programmes and Head of Campaigns for the development and delivery of grant funded projects and activities, including contributing to the drafting of grant concept notes and funding applications.
- Oversee CPPD's preparation of budgets for grant applications and ongoing monitoring of restricted grants expenditure, 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.

Additional

- To lead in forecasting and setting the budget for the department, and to the organisational budget, together with the Director of Finance and Operations and other members of the Senior Management Team.
- All other duties as required by the Executive Director and commensurate with the post.

PERSON SPECIFICATION

Essential

- Significant senior management experience in a charity, campaign or non-governmental organisation, or similar.
- Proven knowledge of global rights and justice issues, especially in relation to War on Want's priority campaigns focusing on a Global Green New Deal and on Palestine.
- Evidenced alignment with War on Want's vision, mission, framing and policy positioning with strong experience of working within the UK justice movements.
- Experience of leading and managing a team or department and building and managing strong and effective working relationships.
- Proven campaigning experience (at least 5 years), including experience of designing, developing and implementing campaigns including both digital and offline campaigning activities.
- Understanding of how change happens, and experience of developing and implementing a wide range of tactics to deliver justice campaigns.
- Experience of external representation to influencers, decision makers, funders and key audiences, such as trade unions.
- Experience of working with Global South organisations and movements.
- Experience and understanding of strategic planning processes, including theories of change and measuring impact, and ability to oversee multiple projects and activities.
- Proven range of communication and presentation skills including excellent writing and speaking skills across a range of audiences
- Experience of overseeing the management of a 7-figure+ restricted grant programme and working in collaboration with other departments to ensure the effective stewardship of new and existing trust and foundation partnerships, and of raising funds for campaigning or other projects.
- Knowledge of regulation affecting campaigning work in a charitable organisation.

Desirable

- Experience of researching, drafting and overseeing the production of publications, from leaflets to campaigning publicity materials and major publications.
- Familiarity with working on partnership projects with Global South organisations and movements.