



Job Description/Person Specification

Programme design and development consultancy (part-time for four to six months)

War on Want

War on Want's work focuses on challenging political, corporate and economic systems that fuel exploitation, climate breakdown and militarism, and supporting struggles for workers' rights, climate justice, food sovereignty and Palestinian rights.

War on Want's International Partnerships Programme plays a central role in putting our internationalism and active solidarity into practice. We build long-term relationships with progressive justice organisations, trade unions and social movements across the Global South, supporting their growth, influence and collective power as they drive change locally, nationally and globally.

Our partnerships work includes mobilising funds and other forms of support that enable Global South organisations to realise their visions for change in struggles against poverty, inequality, exploitation and injustice. We support partners to secure resources for a diverse range of activities, including organising, campaigning, popular education, training, research, policy and advocacy.

We also play an important role as a connector and movement-builder between Global South organisations and UK and international movements, helping to strengthen solidarity across geographies and justice issues. A key part of this work is supporting the greater visibility, influence and leadership of Global South voices in movement, advocacy and policy spaces.

War on Want views partners as equal actors in the global justice movement—not as beneficiaries or project delivery agents, but as organisations with their own agency, leadership and priorities.

We seek a consultant who shares our commitment to movement-centred, collaborative and equitable partnerships, and who can design programme concepts and plans that are grounded in partner priorities and contribute to our shared goals of economic justice, climate justice, workers' rights and a Global Green New Deal.

The Role

Main purpose

To identify, design and articulate project and programme propositions emerging from War on Want's partnership networks, primarily with labour and social movement organisations in South Asia and Africa. The consultant will work with partners and War on Want staff to design and develop concepts that are grounded in partner priorities, while incorporating War on Want's contribution as a solidarity partner, connector, movement-builder and advocate. The consultant will help position these opportunities for engagement with philanthropic donors, major donors and other suitable funding opportunities.

Deliverables

1. Mapping and assessment of priority partnership opportunities with labour, feminist and social movement organisations in Africa and South Asia.
2. Development of **2–3 partnership-based programme concepts** aligned with partner priorities and connected to War on Want's role and strategic objectives.
3. Production of concept notes, briefing materials and/or theories of change suitable for engagement with prospective funders around each of these programme propositions.

Indicative Tasks

1. Develop an understanding of War on Want's trade union, civil society, feminist and social movement partnerships (especially in Africa and South Asia).
2. Undertake an ecosystem mapping of potential partners
3. Work with War on Want staff and partners to identify priorities, strengths and opportunities for deeper collaboration.
4. Develop programme and project concepts that respond to partner priorities, align with War on Want's strengths and strategic objectives, and create opportunities to mobilise significant new funding for both partners and War on Want.
5. Identify opportunities that could strengthen connections between labour movement partners, feminist organisations, climate justice movements and other social movement actors around economic and climate justice goals.
6. Work with Head of International Partnership Programmes and partners to develop programme propositions and plans including theories of change and accompanying concept notes that are suitable for engagement with prospective donors.
7. Work with Senior Fundraising Officer to position and socialise emerging programme concepts with prospective funders - developing materials to support this or attending meetings.
8. Support the Senior Funding Officer with content for ad hoc Trust funding applications that may arise relevant for our partners work
9. Provide flexible support to the International Partnerships Programme Team, and attending wider organisational planning processes and meetings where requested

Person Specification

Experience

- At least 5 years' relevant experience of working within, supporting or partnering with trade unions, worker-led organisations, feminist organisations and/or social movements in Global South contexts - with a strong appreciation of movement-building approaches.
- Demonstrable experience developing collaborative projects involving multiple organisations - with thematic justice concerns that closely match War on Want's i.e. economic justice, food sovereignty, energy transitions, workers rights, climate justice,.
- Experience designing or developing complex, multi-partner and multi-country programmes and projects, including the use of planning and design tools and processes.

- Experience developing programme and project concepts, proposals or funding applications for foundations, major donors, philanthropy networks or other funding audiences.
- Experience working remotely with geographically dispersed partners, managing relationships across different countries and contexts.

Knowledge and Understanding

- Strong understanding of labour organising and labour movement strategies – particularly in relation to Global South workers in global supply chains such as fashion and food or other sectors.
- Understanding of feminist organising, women's labour rights and the intersections between gender, economic justice and workers' rights.
- Knowledge of grassroots social movements, organising models and movement-building approaches, alongside an understanding of more formal civil society and NGO structures
- Understanding of the intersections between climate justice, economic justice and Just Transition debates, including the role of labour, feminist, environmental and social justice movements and networks within these ecosystems.
- Strong understanding of the systems and structures that drive poverty, inequality, exploitation and human rights violations globally.

Skills and Attributes

- An understanding of, and commitment to, partnership approaches that recognise Global South organisations as agents of change with their own leadership, priorities and strategies, rather than as project implementers or beneficiaries.
- Excellent programme design and development expertise.
- Excellent relationship-building and facilitation skills, with the ability to engage with other organisations as respected equals and to build trust across diverse organisations, geographies and cultures.
- Proven excellent written and verbal communication skills, including the ability to develop clear and compelling programme concepts, concept notes, theories of change and proposals for both partner and donor audiences.
- Strong analytical skills and ability to identify strategic opportunities emerging from partner priorities, movement developments and funding landscapes.
- Ability to learn quickly, manage competing priorities and work independently.
- Ability to work collaboratively and constructively as part of a small team, bringing a positive, flexible and solution-oriented approach.
- Commitment to War on Want's vision, mission and values.

Further Information

This is a self-employed consultancy engagement and does not constitute employment with War on Want.

The consultancy will be undertaken on a part-time basis (2 to 3 days per week on average as a guide) over a period of approximately four to six months (subject to discussion with the chosen consultant).

The successful consultant will work remotely, with expectation of at least 1 day per month from the War on Want London office.

Applicants should submit

- **A detailed covering letter highlighting most relevant experience for the role, along with their daily rate, preferred start date and pattern of working days.**
- **A CV that includes contact details for two references.**

To apply please visit <https://system.citrushr.com/job?uid=fyysvfmyigsdltwrxvgd> deadline for applications **6pm Wednesday 2 September 2026.**

Informal discussions about this role can be arranged by emailing rogier@waronwant.org