



Recruitment Pack

UK and European Advocacy Coordinator

November 2025

Dear Candidate,

Thank you for your interest in the role of UK & European Advocacy Coordinator.

Anti-Slavery International is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world.

We are at the end of a significant restructuring of the organisation and seeking to rebuild the charity after a period of instability and uncertainty.  We are about to embark on the development of a new organisational strategy; all staff will have the opportunity to contribute to shaping this vision, and we are looking for people who are excited to help us define the next chapter of our work and impact.

The UK & European Advocacy Coordinator is a key part of the UK & European Advocacy team with responsibility for supporting our advocacy for better laws and policies to prevent modern slavery in supply chains and support victims of harm. A large part of this role is coordinating our engagement with partners globally, in particular our Network Against Forced Labour (NForce), which is made up of civil society organisations from around the world, with the objective of sharing learning from experiences in countries heavily affected by corporate human rights abuses.

The role requires someone with experience coordinating partnerships and working with people from diverse backgrounds. It also suits someone with organisational skills and some experience in business and human rights.

 **The deadline for applications is 23:59 on 7 December 2025. Interviews will be held remotely over Teams on the week of 15 December 2025.** The start date for this role is as soon as possible, to be discussed with the candidate.

If you think this fits with your expertise and ambition, we would love to hear from you.

Best wishes

Sian Lea, Head of UK & European Advocacy

Job Description

UK & European Advocacy Coordinator

GRADE	C1-C3
SALARY	£40,777-£42,900
CONTRACT TYPE	Fixed-term, 24 months with possibility of extension, subject to funding
HOURS	Fulltime (35 hours a week)
LOCATION	Based in Vauxhall, London, with hybrid-working arrangements (minimum one day per week in the office or four days per month, if not London-based)
DATE	November 2025

ANTI-SLAVERY INTERNATIONAL

Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world. Our current strategy commits us to working on four focus themes to drive systemic change and help end slavery for everyone everywhere:

- Child Slavery
- Responsible Business
- Trafficking
- Climate change and slavery

You can read more about us and how we work in the 'About Us' document [on our recruiting webpage](#).

The UK & European Advocacy team brings together our Business and Human Rights strategy and our work to make sure that the UK Government recognises the rights and needs of people who have been trafficked in the UK. We have advocated for stronger legal protections in the European Union and UK, through our calls for mandatory human rights and environmental due diligence laws and laws which prohibit trade in goods produced with forced labour. We have adopted a range of insider and outsider campaign tactics in this advocacy, including working through coalitions, advocating directly to political stakeholders, engagement with businesses, communications and media, and building a network of partners around

the world to support their involvement in these debates.

We also founded the Anti-Trafficking Monitoring Group (ATMG) in 2009, the leading coalition of human rights organisations, to monitor the UK's adherence to the [Council of Europe Convention on Action against Trafficking in Human Beings](#). And we campaign to dismantle the hostile environment for migrants which stops survivors of modern slavery from coming forward and actually makes them more vulnerable to re-trafficking and exploitation.

THE ROLE

The purpose of this role is to play the key coordinating function to support Anti-Slavery International's work across all UK & European advocacy, in particular Business and Human Rights. Straddling all work within the team, the Coordinator will provide research, administrative and advocacy support, where required. They will bring expertise on business and human rights into coalitions and networks that Anti-Slavery International is part of, and conversely will share learnings from coalition work back with the wider team.

A large part of this role will be the coordination of our business and human rights global partner network, NForce, ensuring the development and implementation of co-identified priorities for the network. The coordinator will build relationships with all members of the network (from Chile, Brazil, Uganda, Kenya, Turkmenistan, Serbia, India and Bangladesh) and will help members feed into our advocacy in the UK and EU, while also helping them build their own policy asks.

MAIN TASKS

NForce Coordination:

- Lead on the development and implementation of the NForce network's strategy and activities with the overall aim of contributing to national and international advocacy for, and implementation of, stronger legislation that protects the rights of workers and holds companies accountable for harm.
- Coordinate the network, including activities such as holding monthly meetings and workshops, facilitating discussions, and identifying key opportunities for network or individual partner advocacy.
- Build and manage relationships with partners and encourage and facilitate communication throughout the network and sharing information on global developments and trends.
- Work with the Communications and Impact team to keep network activities as a priority for external communications (e.g. social media, press engagement, opinion pieces, videos), drafting content and liaising with

media as required.

- Work with NForce partners to support the building, or establishment of, coalitions locally, scoping new areas of work and supporting strategy development according to business and human rights advocacy aims.
- Manage network membership, including the recruitment of new partners, completing all relevant due diligence and onboarding, liaising with other directorates where required.

Advocacy:

- Identify and coordinate key advocacy opportunities for NForce partners, such as through drafting or feeding into policy positions and briefings, identifying and supporting speaking opportunities for them, and conducting strategic engagement with policymakers, civil society and businesses.
- Deliver workshops to support strategy development for local and international advocacy with NForce partners, with the support of Anti-Slavery International colleagues.
- Support and amplify NForce member individual advocacy where relevant.
- Leverage Anti-Slavery International networks and broker partnerships and/or engagement opportunities, with the aim of supporting individual NForce members or coalition advocacy.
- Participate on behalf of Anti-Slavery International or relevant network/coalition partners where relevant as a spokesperson, within presentations, events and meetings.
- Support wider UK and EU advocacy by attending various coalition meetings, conducting ad hoc research, supporting on policy analysis and feeding back to team members.

Programme Management:

- Establish and manage systems to ensure efficient and effective programme delivery.
- Develop and manage project deliverables for all relevant projects, including NForce-related projects and those that develop from NForce with specific partners.
- Manage relevant budgets, with oversight from the Head of UK & European Advocacy and support donor reports, grant monitoring, and provide accurate and timely information accordingly.
- Coordinate input, reporting and feedback from partners in a timely and accurate manner in line with reporting requirements.
- Feed into relevant funding bids, liaising with the Head of UK & European Advocacy, and fundraising colleagues.

Administration:

- Liaise with colleagues across teams fostering collaboration where possible.
- Support the delivery and administration of advocacy events (e.g. organisation of travel and events related to relevant partnerships).
- Liaise with contractors, including management of interns/volunteers and consultants.
- Effectively manage own work and priorities.

PERSON SPECIFICATION

Essential

- Substantial practical work experience coordinating or managing partnerships or coalitions, ideally with a focus on human rights.
- Knowledge, and some experience, of working in business and human rights or labour rights.
- Considerable experience of working with national or local organisations and managing projects that extend to countries or regions outside of Europe.
- Demonstrable experience of managing project deliverables, including budgets with various partners.
- Demonstrable ability to learn and pick up new, sometimes technical, subject matters, often at pace.
- Experience of managing the implementation of projects working towards strategic advocacy goals, on relevant human rights issues with an understanding of how to navigate complex political contexts and relationships.
- Excellent and demonstrable verbal communication skills including diplomacy, presentation, negotiation and influencing skills, with the confidence to represent Anti-Slavery International and its work to a wide range of often external audiences.
- Experience undertaking desk-based research on relevant issues.
- Experience working with a range of different stakeholders from government, business and civil society, from diverse backgrounds, from different countries, with excellent relationship building skills.
- Ability and willingness to work with a high degree of autonomy to deliver against agreed targets.
- Strong commitment to Anti-Slavery International's ethics, and to workers' rights.
- Experience of working in a team to deliver successful outcomes. Ability to work well under pressure, meet deadlines and achieve solutions.

Desirable criteria:

- Demonstrable knowledge and/or experience of working in policy, ideally with a focus on modern slavery, business and human rights, or labour rights.
- Experience showcasing strong public-speaking and listening skills, demonstrated through studies or professional experience.
- Experience working in our key partner regions (e.g. Latin America, South Asia, Southeast Asia, Africa).
- Knowledge of additional languages, other than English, from our partner regions (e.g. French, Spanish, Portuguese, South Asian languages).

Summary Terms and Conditions

- The position is based in Anti-Slavery International's office in Vauxhall, London with hybrid-working arrangements in line with our policy of a minimum of one day per week or four days a month, if not London-based.
- **Annual leave entitlement of 30 FTE** plus bank holidays.
- We pay **6% into our recognised contribution pension with TPT Retirement Solutions**, with a mandatory employee contribution of 2%.
- We offer a range of employee benefits, including an employee assistance programme, cycle to work scheme, annual flu jabs and annual season ticket loan. We also pay for eye tests and a contribution of £105 towards glasses every 2 years of working with Anti-Slavery International.
- There may be a requirement for some out-of-hours work, for **which time off in lieu is given**.
- The role is subject to a probationary period of **6 months**.
- Unison is the recognised trade union.

How to apply

This pack includes a job description, person specification and other background information. If you would like more information, please visit our website: www.antislavery.org

If you wish to apply for this position, please email a CV along with a supporting statement of no more than two pages, setting out why you want this role and explain how your skills and experience support your application. Please include your earliest start date in your application.

Employers are required to ensure that any prospective employee has the right to work in the UK. Please confirm in your cover letter whether you have the right to work in the UK. Please also include the earliest possible start date in your application.

Please submit your application to jobs@antislavery.org using the reference **UK & European Advocacy Coordinator** in the subject line **before 23.59 on 7 December 2025**. Interviews will likely be held on the week beginning 15 December 2025.

Please also complete the equal opportunities monitoring form available as a downloadable link on the recruitment page. The form is anonymous, and responses will be handled in strict confidence.

We appreciate the time and effort that applicants invest in applying for opportunities with Anti-Slavery International. Unfortunately, due to the high number of applications we receive, we regret that we will not be able to reply to candidates who have not been shortlisted for interview. If you have not heard from us by 22 December 2025, you have not been shortlisted for interview.

 AI tools are becoming more common, and we understand how important these technologies are for the future. When you apply for a job with Anti-Slavery International, however, it is important that your application is your own. What makes an application stand out is authenticity. We want to hear about your real experiences and achievements not what AI thinks we want to hear.

Reasonable adjustments – a number of AI tools are commonly used to support disability needs, and we would be happy to discuss individual needs or for you to declare this in your application. 

In the interest of fairness, we won't be taking any meetings to discuss this post.

If you are shortlisted for an interview, you may request reasonable adjustments. This is to ensure that you are able to fully engage in the process, so please let us know how we can support you.

Candidates must have the right to work in the UK.

We particularly welcome and encourage applications from survivors of modern slavery, Black and Asian candidates and those from a diverse ethnic background, and disabled, LGBT and non-binary candidates.

We have a zero-tolerance policy on bribery and corruption, recognising that bribery is contrary to fundamental values of integrity, transparency and accountability and undermines organisational effectiveness.

We are committed to safeguarding the children and adults that our staff and representatives encounter, virtually and in-person. As such, candidates are required to commit to and uphold our organisational safeguarding principles, practice and procedures. These organisational policies include, but are not limited to, the Code of Conduct policy and Safeguarding policy. We maintain a strict zero-tolerance policy towards bullying, harassment, sexual exploitation or abuse, of any form, perpetrated by any representative of the organisation.

The purpose of this Code of Conduct is:

- To guarantee high standards of staff behaviour and integrity
- To safeguard our staff's, interns' and volunteers' welfare and that of external stakeholders with whom we work or come into contact
- To protect our reputation and interests

This role may require a DBS check for traveling to projects where there is access to vulnerable groups.

In accepting appointment, you undertake to regulate your conduct in line with the requirements of this code and to undergo any background checks that may be required.

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), we comply fully with the Code of Practice and undertake to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.



Anti-Slavery International
The Foundry
17 Oval Way
London
SE11 5RR

Tel: +44 (0)207 501 8920

UK Registered Charity No.1049160

antislavery.org