



Anti-Slavery International Advocacy/Campaigns Training and Strategy Development

Terms of reference

1. Background and Context

Anti-Slavery International's vision is a world free from slavery.

Our mission is to work directly and indirectly with beneficiaries and stakeholders from grassroots to an international level to eradicate slavery and its causes from the world. To do this we currently run projects globally, regionally and in specific countries in partnership with anti-slavery movements and a range of other stakeholders to press for changes to legislation, policies, practice and norms.

We have a team of 24 dedicated staff, mostly based in London, but with some project staff in Asia and a part time representative in Brussels. Last year we had an income of £2.8m.

Our current strategy ends in 2020 and so this year we are developing a new five-year strategic plan to take the organisation forward. As an organisation with 180 years' experience of campaigning to end slavery we are pleased that the issue is now firmly on the agenda and that more organisations share our vision. We want to ensure that we remain relevant, focussed and continue to add value to this growing global movement. We also don't take the current political interest to tackle slavery for granted. We know that to affect real change means tackling powerful interests and takes time and courage.

We also recognise that the world is constantly changing, human rights are under threat, populist rhetoric has increased significantly over the last 5 years, wealth inequality has risen, and the climate emergency has accelerated.

As we reflect on past successes and decide which slavery issues and practices to prioritise in our next strategy, we want to reflect on how we campaign for change in the current and emerging global context. We want to think critically about the tools and tactics we use and articulate an approach which we can communicate clearly to our supporters, partners and peers. We want to ensure we strengthen our capacity in the right areas to ensure we remain at the forefront of the anti-slavery movement and have continued success in our campaigns for change.

2. Assignment

a. Description of assignment

The consultant will support Anti-Slavery to reflect on some of its past successes and think critically about how change happens in the current global context and consider how we can be a more effective change agent. It is envisaged that the work will involve the following:

- A review of key project evaluations and other documentation to identify the strategies for change that Anti-Slavery has employed in recent years and see what has worked

- Semi-structured interviews with key staff, trustees and key external contacts
- A one-day workshop and training with all staff to reflect on how change happens, the tools and tactics we currently use and those we may wish to develop/strengthen
- A write up of the main findings which will feed into the wider strategy development process
- A verbal presentation to the organisation and wrap up discussion session which makes recommendations around our approach to affecting change, articulates points for further discussion and key decisions/choices the organisation needs to make about its approach

b. Timings, Budget, Location

The assignment needs to take place over August, with the 6th August scheduled in for the all staff workshop and a feedback session pencilled in for 13 August or the first week of September.

The total budget for this consultancy is £3000

It is anticipated that the assignment will take 6 days, approximately as follows :

- 1.5 day literature review
- 0.5 prep for workshop
- 1 deliver workshop
- 1.5 day interviews with key staff/trustees and some external stakeholders
- 1 day write up and analyses
- 0.5 day feedback and wrap up

The workshop and wrap up will either take place in our offices in Stockwell or at a central London location. Interviews will either take place over the phone/skype or at our offices.

c. Person Spec

We are looking for an individual with the following attributes:

- A breath of knowledge and experience of systemic change happens and how to be an effective change agent
- An appreciation of current and emerging thinking in campaigning
- Understanding of partnership approaches
- Understanding of global south contexts
- Understanding of global human rights systems and issues
- Ability to challenge existing thinking and support people to see new perspectives
- Ability to bring learning from other organisations
- Experience of facilitating and advising strategic planning for campaign/advocacy organisations
- Understanding of different change campaign tactics and tools e.g. role of grassroots programmes, strategic litigation, research, policy influencing and public campaigning etc.
- Creative and engaging training style

d. Application

To express an interest in delivering this work please send a CV and covering letter detailing how you would approach the work, highlighting your skills and experience and any similar assignments you have conducted, along with your availability to: jobs@antislavery.org

Deadline for submissions: 5 July 2019