



Recruitment Pack

**UK & Europe Advocacy Manager**

**August 2021**

**Dear Candidate,**

Thank you for your interest in the role of UK & Europe Advocacy Manager. This role is critical to the delivery of Anti-Slavery International's five-year strategy, and offers the successful candidate opportunities for creativity and achieving positive impact within a dynamic organisation. You will lead Anti-Slavery International's strategic advocacy to end modern day slavery in the UK and Europe, particularly focusing on anti-trafficking and migration and working with people with lived experience in the UK. You will provide thought leadership in this space and represent the organisation at senior levels in key forums.

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. Over this past year we have argued hard that the pandemic has hit the poorest hardest, making more people vulnerable to slavery. Our work has never been more necessary. Our staff, supporters, members and partners have helped us to to navigate the challenges of the pandemic well.

We offer excellent terms and conditions, including 30 days' annual leave, pension contributions, flexible hours, a combination of home and office-based work, and an Employee Assistance Programme.

The deadline for applications is 09.00 on Monday 20 September. Interviews will be held in the week of 27 September.

Best wishes

**Catherine Turner**  
**Head of Influencing & Programmes**

## Job Description

### UK & Europe Advocacy Manager

GRADE	Grade C4-C8
SALARY	£38,207 - £42,063 per year
CONTRACT TYPE	Permanent
HOURS	Full time
LOCATION	Based in Stockwell, London Currently home-based due to Covid-19 safety measures
DATE	September 2021

## CONTEXT

Our 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](#).

This role supports our work by leading our programmatic and advocacy work to end modern day slavery in the UK and Europe in line with the organisation strategy.

## MAIN TASKS

### Role purpose

To lead Anti-Slavery International's strategic advocacy to end modern day slavery in the UK and Europe, focusing particularly on anti-trafficking and migration, and working with people with lived experience in the UK; to provide thought leadership for this work; and to represent the organisation at senior levels in key forums and with key stakeholders.

### Strategic Advocacy Development

- Work with the Head of Influencing and Programmes, the UK and Europe Programme team and key roles across the organisation to support the

implementation of Anti-Slavery International's wider organisation strategy (2020-2025), particularly in the areas of human trafficking and migration in the UK and Europe and other areas as relevant, notably business and human rights and child slavery.

- Lead the implementation of the UK and Europe Programme's advocacy strategy to reduce human trafficking, push for better protection for those who have been trafficked to or within the UK, and building on our work with individuals with lived experience.

### **Advocacy, Policy Engagement and Representation**

Play a leading role in the sector, by:

- Representing Anti-Slavery publicly, including at senior levels in government, public meetings, stakeholder meetings, and conferences in the UK and Europe, and the media.
- Building and maintaining links with decision-makers and policy influencers, including other organisations working on issues of modern slavery and human trafficking in UK and Europe.
- Building and maintaining links with the legal community and leading Anti-Slavery International's strategic litigation work as relevant.
- Building and maintaining links with the donor community in close cooperation with the Fundraising and Communications team.
- Analysing policy and sector developments to inform strategic advocacy and programme planning.
- Preparing targeted external policy briefs on modern day slavery in the UK and Europe, in particular on human trafficking and the need to involve people with lived experience, and drawing from our projects and research, for submission to relevant parliamentary committees, inter-governmental monitoring and complaints procedures or others in support of achieving key advocacy goals; and internal briefings to inform our wider communications and representation work.

### **Team Leadership and Management**

- Provide strategic leadership, line management and mentoring for Project Coordinators, Officers and Assistants, the Parliamentary Officer and consultants in the UK and Europe team, ensuring timely, quality implementation of the projects, including reporting to donors and other stakeholders.

### **Advocacy and Research Project Management**

- Oversee the design of new, strategic projects, and extensions to existing projects where relevant, working closely with Anti-Slavery's fundraising team to explore funding avenues, build and maintain relationships with key donors, and prepare project funding proposals and budgets.
- Oversee the implementation of existing projects currently under the UK and Europe Programme, notably UK anti-trafficking advocacy, research and legal

projects.

- Explore opportunities to build on the UK and Europe Team's growing body of work designed and produced together with individuals with lived experience of modern slavery and human trafficking in the UK and Europe.
- Work closely with Anti-Slavery's Safeguarding Manager to ensure that our work with individuals with lived experience in particular is conducted in a safe environment and sensitively to their needs, and with our MEL Manager to monitor and evaluate the projects.
- Undertake other tasks as agreed with the Head of Influencing and Programmes.

## PERSON SPECIFICATION

- Significant experience of working on human rights issues, in particular on modern slavery, human trafficking and/or labour rights and in a UK and/or EU context.
- Experience of leading strategic advocacy, preferably on relevant human rights issues.
- Experience of representing an organisation at a high-level and in the media.
- Experience of leading, managing and mentoring staff.
- Experience of developing influencing strategies and designing projects.
- Experience of developing funding proposals and overseeing projects and programme and project budgets.
- Excellent oral and written communication skills.
- Ability to work as part of a team and collaborate across teams throughout the organisation
- Ability to work with attention to detail, under pressure and to deadlines
- An ability and willingness to travel regularly on behalf of Anti-Slavery International.

## Summary Terms and Conditions

- The position is based in Anti-Slavery's office in Stockwell, London or from home during the UK-wide lockdown. Post-lockdown we envisage a flexible combination of home and office working.
- Flexible working hours
- Annual leave entitlement is 30 days (on a pro rata basis initially) including 3 days that must be taken between Christmas and New Year
- There may be a requirement for some out-of-hours work, for which time in lieu is given
- We pay 6% into our recognised contribution pension with TPT Retirement Solutions, with a mandatory employee contribution of 2%
- The role is subject to a probationary period of 4 months
- We offer a range of employee benefits including an employee assistance programme and cycle to work scheme
- 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](http://www.antislavery.org)

If you wish to apply for this position, please send by email:

- Your CV
- A supporting statement setting out why you want this role, and explaining how your skills and experience support your application, with reference to the Person Specification above.
- Please complete and copy the following table into your supporting statement:

Do you have the right to work in the UK? (Y/N)	
Where did you see this job advertised?	

- Please also complete the equal opportunities monitoring form [at this link](#). The form is anonymous, and responses will be handled in strict confidence.

Please submit your application to [jobs@antislavery.org](mailto:jobs@antislavery.org) using the reference **UK & Europe Advocacy Manager** in the subject line **before 09.00 on Monday 20 September 2021**.

Interviews will be held in the **week of 27 September** either at our office in Stockwell or online, depending on status of COVID-19 restrictions.

**We regret that it will not be possible for us to reply to candidates who have not been shortlisted for interview.**

**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.**



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[antislavery.org](https://antislavery.org)