

Senior Advocacy Officer Job Pack

Responsible to:	Director
Location:	London
Salary:	£37,730 - £45,000 (negotiable), starting salary based on experience
Contract type:	The role is for a fixed term contract for 12 months, with extension subject to further funding
Hours:	Full-time
Closing date and time:	Wednesday 10th January 2023, 09.00am

The Organisation

The Centre for Progressive Change (CPC) is a new organisation that builds campaigns for national policy and legislative change in the UK.

Our focus is on making progressive gains that improve the lives of low and middle-income communities. We want the UK to be a place where everyone has financial stability, where people are treated as equals and are free to be who they are without persecution, and where we look after our environment.

To achieve this vision, we build proactive campaigns for progressive legislative change, do research on what works when campaigning for national policy change and offer training and consultancy to support other organisations to build effective campaigns.

Our Values

1. We are **strategic**. We focus on the ends and find the most effective routes to our goals. We are pragmatic and work with those that will take us closer to our goals, including cross-party.
2. We focus on being **impactful**. We are not wedded to one way of creating change and create strategies for our campaigns based on the available research on the current context. We test to see what is working and make changes to our campaigns to reflect what we are learning.
3. We are here to **serve** low and middle-income communities, and to succeed we need high-performing teams. We help each other succeed by giving each other honest feedback on our performance so that we can be the best we can be. We work in ways that increase our performance.

The campaign: Safe Sick Pay

Over the last two years we have built our first campaign, Safe Sick Pay, aimed at changing Statutory Sick Pay legislation so that:

1. All employees are eligible for sick pay - by removing the earnings threshold
2. People receive sick pay from day 1 rather than day 4, and
3. Workers can afford to take the time off, by increasing SSP so that it is in line with an employee's wages up to the real living wage.

We use advocacy, community organising, mobilising and press to engage with MPs and put pressure on the political parties to support reforms to sick pay legislation.

Through our efforts we have secured the backing of Labour for two out of our three policy reforms. We have a cross-party group of parliamentary champions supporting the campaign, including Sir Robert Buckland MP, Dame Priti Patel MP, Jonathan Gullis MP, Sir Brandon Lewis MP, Stephen Crabb MP, Simon Fell MP, Stephen Timms MP, Marion Fellows MP, Wendy Chamberlain MP and David Linden MP. We have also secured the backing of Legal & General, CIPD and a number of other businesses and business groups. Furthermore, we have a number of trade unions, health charities and civil society organisations that actively support the campaign.

We have met with the Chancellor, Jeremy Hunt, to discuss our proposals to reform Statutory Sick Pay. We will also continue our campaigning to ensure that all of our sick pay reforms are in the manifesto of all of the major parties, and implemented within the first year of the new parliamentary term.

The Team

We are a very small team, punching well above our weight. We are made up of the Director and founder, Amanda Walters, our Senior Campaigners, Emma Kosmin and Bekele Woyecha, and our freelance Communications Lead, Andy May. We have an office in Bethnal Green, London, but most of our team work remotely.

We have an Advisory Group made up of campaigning experts who have won significant change in the UK or the US, including Kate Bell (TUC), George Gabriel (formerly Safe Passage), James Starkie (No Time to Wait), Richard Darlington (Aid Alliance), Matt Zarb-Cousin (Clean Up Gambling), Stephen Lerner (Justice for Janitors) and Roxana Tynan (LA for a New Economy).

We are governed by a Company Board that are ultimately responsible for the finances and running of the organisation. The Board is made up of campaigners, organisers, finance experts and people with lived experience.

The Role

We are looking for a Senior Advocacy Officer to join our interdisciplinary team.

This role will bring cross-party MPs, and others in Parliament, on board with our campaigns and effectively organise these supporters to take parliamentary actions that lead to legislative change.

Job Responsibilities

They will:

1. Build relationships with key MPs, Peers and staffers from across the political spectrum, as well as civil servants and lobby journalists, and bring them on

- board with our campaigns.
2. Support MPs and others to make the case to their colleagues and within their own party to support our campaigns.
 3. Work with MPs and others to plan and execute effective parliamentary actions such as Parliamentary Questions, debates, drop-ins, 10-minute rule bills, private members bills, and amendments to upcoming legislation.
 4. Gather MP and Peer support for key parliamentary votes.
 5. Pitch to lobby journalists upcoming parliamentary actions and progress on the campaign to ensure press coverage.
 6. Engage Ministers, Shadow Ministers, staffers and civil servants to gain their support for our policy reforms, including through building power and finding points of leverage.
 7. Take steps to persuade the smaller parties to include our policy reforms in their manifestos.
 8. Find and work with experts and other influential stakeholders that will help to make the case to the Government and the major parties.
 9. Write briefings and create resources that MPs and others in Parliament may require to bring them on board with the campaign, and carry out political monitoring for the campaign.
 10. Raise £80k in grant funding for their salary and on-costs. Support and training will be provided.

These responsibilities will change as the team grows, as the political context changes and as we shift our campaign focus. Currently this role has no management responsibilities. Subject to funding, this may change as the team grows.

Skills, Experience and Qualities

Requirements

You should have:

1. A proven track record of initiating, planning and executing effective parliamentary actions with MPs or Peers.
2. Experience of effectively working cross-party with Conservative and Labour MPs or Peers.
3. Experience of effectively advocating for an issue by building power (for instance, by building a large coalition or bringing together key stakeholders), identifying opportunities and using political leverage.
4. An excellent ability at building relationships with different types of people, understanding their perspectives and changing the framing of our campaigns accordingly.
5. An ability to be strategic and pragmatic, and take the most effective route to our legislative goals.
6. Good skills at executing projects, event planning, time-management and following through on commitments.
7. Good ability at making the case for an issue, including through good writing skills, and being on top of the detail of policy reforms.
8. Excellent skills at self-directed work, problem solving, dealing with pressure and dealing with complexity.
9. The ability to be flexible and work in a startup environment with high levels of uncertainty and small campaign budgets, where everyone has to

- collaborate to get things done outside of their job role.
10. A commitment to the Centre for Progressive Change's strategy, values and culture.

Desired (not required)

1. Existing relationships in and around Parliament.
2. A demonstrated capacity to raise £80k a year.
3. Experience of facilitating a cross-party steering group of MPs or an APPG.
4. Experience of working with lobby journalists effectively to raise the profile of an issue.

How we work

We work in sprints - working for about 6-7 weeks and then taking time off during the Parliamentary recesses. We offer 40-days of annual leave (including bank holidays).

This work will involve some evening and weekend work. It will also involve travel to Westminster, and elsewhere in the UK when necessary. The successful candidate will need their own laptop.

Next for the organisation

As we grow the organisation, we will continue to build our own campaigns for legislative change. We are currently focused on sick pay but will be moving onto housing ownership after the general election, and then seeing where we can contribute in the movement to prevent even further climate change. Post the general election we also plan to expand our training and consultancy offer.

How to apply

To apply please download and fill in the application form on the website and send it to info@centreforprogressivechange.org. The deadline to submit your application form is Wednesday 10th January at 9am.

Those shortlisted will be invited to a first interview on Wednesday 17th January online. A second interview will be held on Thursday 25th January for successful applicants in person at Pelican House in Bethnal Green. If you have any questions please email info@centreforprogressivechange.org.

We acknowledge that people from a number of communities are underrepresented in our team and we're committed to addressing this. If you believe you would bring greater diversity to our team, we're keen to hear from you and would encourage you to apply.

Unfortunately, we do not yet have the resources to sponsor a work visa, so you will need to have the right to work in the UK to apply.