

Senior Campaign Researcher Job Pack

Responsible to:	Director
Location:	If in London they will be based in our office or, if outside London, they will be home based. The successful candidate must be able to travel to different parts of the country.
Salary:	£40,000 - £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:	Tuesday 23rd April 2024, 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.

Our Campaigns

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 from 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, Debbie Abrahams MP, Marion Fellows MP, Wendy Chamberlain MP, David Linden MP among others. We have secured the backing of Legal & General, CIPD and a number of other businesses and business groups, as well the Times Health Commission for two out of our three policy reforms. 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.

Housing

This year we will be starting our campaign on home ownership. This role will carry out the research on the key problems and potential progressive solutions to improve home ownership in the UK to ensure that low and middle income communities can own their own home. We will do this through desk based research, interviews with experts internationally, participatory action research with communities and a Power Structure Analysis to look at the options. By the end of this process we will decide on three progressive and proactive legislative changes that we will campaign on and aim to win in the next 5 years.

The Team

We are a very small team, punching well above our weight. We are made up of:

- Director and founder - Amanda Walters
- Senior Campaigns Officers - Emma Kosmin and Bekele Woyecha
- Freelance Communications Lead - Andy May
- Senior Advocacy Officer - Aurelio Petrucci
- Campaigns Officer - Jamie Walls

We have an office in Victoria, London.

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 Campaign Researcher to join our interdisciplinary team.

This role will carry out research on the policy areas we are focused on - including through desk based research, interviews with experts and participatory action research - to develop an analysis on the systemic issues and potential policy recommendations we could campaign on. They will carry out campaign research to look at where power lies in a sector and where the potential points of leverage may be. They will also lead on filling the evidence gaps for our policy recommendations.

Job Responsibilities

They will:

1. Carry out a literature review and desk based research on the key problems and potential progressive and proactive policy recommendations for each of our policy areas.
2. Build relationships and carry out interviews with experts internationally on the key issues in a policy area and best practice nationally and internationally on how this system could change.
3. Lead 'Listening Campaigns' of low and middle income communities where they will work with Campaigns Officers and external organisations to together listen to low and middle communities on the key issues they experience on a particular policy area and what they believe the solutions are. This will be carried out through one-to-one interviews, focus groups, surveys and issues workshops. Training on conducting a Listening Campaign will be provided.
4. Create a Power Structure Analysis of the key players in each of our policy areas to help us form our campaigns' strategies. This will involve desk based research, including corporate research, of the key individuals and organisations in the space. It will also involve interviews with key people in the sector to understand who has influence and where the potential points of leverage are. Training on conducting a Power Structure Analysis will be provided. Training on corporate research can also be provided if desired.
5. Utilise the results of the Listening Campaign on what communities themselves would like to see change, alongside the Power Structure Analysis and other research conducted, to come up with a long list of potential policy recommendations that we could campaign on and win over the next 5 years.

6. Create briefings and run political education workshops for the team, external stakeholders and communities so that they understand the systemic problems in a particular policy area and make the evidence case for the policy recommendations we are campaigning on.
7. Carry out original research and commission research to fill the evidence gaps that will be needed for us to win the policy recommendations we are advocating for.
8. Research politicians, key stakeholders, constituencies, and other key individuals, organisations and areas to support the advocacy and constituency organising for each campaign.
9. Raise £87k 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. Good research skills using a wide variety of sources, including internet sources and field research (such as carrying out interviews and focus groups), a high proficiency with common business software tools, and a drive to get into the details of a policy area.
2. Excellent analytical skills to be able to understand quickly and deeply particular policy areas, including the problems with a particular system and potential solutions.
3. An ability to listen to communities impacted by an issue and encompass their views on the problems and potential solutions within our decision making for the policies recommendations we will pursue.
4. Good communications skills, through presentations and written materials, including the ability to understand and clearly summarise complex topics for diverse audiences such as staff, low-income communities, stakeholders, political allies and the public.
5. A good ability at executing projects with external stakeholders, including building and managing professional relationships with experts and research participants.
6. An ability to be strategic and pragmatic, to identify policy recommendations we could win given the political context, and support the organisation to take the most effective route to our legislative goals.
7. Excellent skills at self-directed work, problem solving, dealing with pressure and dealing with complexity.
8. 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.
9. A commitment to the Centre for Progressive Change's strategy, values and culture.

As well as the above you should also have at least one of the following:

1. A proven track record of carrying out effective [participatory action research](#).
2. Experience of effectively carrying out campaign research, such as a Power Structure Analysis or briefings on key players/organisations/constituencies for a campaign.
3. Good corporate and industry research skills, using a wide variety of sources such as internet sources and field research.
4. A proven track record of carrying out original research, including collating data and analysing results.

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).

If in Greater London, we ask that you come into the office for three days of the week. For those working from the office, the office space comes with 8 free monthly Hussle gym day passes and a yearly Bupa check up.

This work will involve some evening and weekend work. It will also involve travel 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. After sick pay and housing, we will see 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 Tuesday 23rd April 2024, 09.00am.

Those shortlisted will be invited to a first interview on Wednesday 1st May online. A second interview will be held, for successful applicants, on Wednesday 8th May in person at Victoria SPACES, 25 Wilton Road, London, SW1V 1LW. 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.