

# **LIBERTY**

## **CANDIDATE BRIEF ADVOCACY DIRECTOR**

**MARCH 2019**



## WHO WE ARE

Liberty is an independent membership organisation. We challenge injustice, defend freedom and campaign to make sure everyone in the UK is treated fairly.

We are campaigners, lawyers and policy experts who work together to protect rights and hold the powerful to account. We empower others to defend their own rights and the rights of their family, friends and communities.

Our principles are guided by evidence and expertise – not political agenda, profit or popular opinion. We're not afraid to speak uncomfortable truths or confront intolerance and abuse of power wherever we find it.

Together we've been making the UK a fairer, more equal place since 1934.

Over the past 80 years Liberty has achieved great things; in the last decade alone Liberty helped stop the introduction of ID cards, defeated government proposals to detain people for 42 days without charge, persuaded the highest courts that the State's surveillance regime is unlawful, exposed systemic abuse in the armed forces and campaigned for protection for victims of trafficking, freedom of information, migrants' rights, access to justice and equal marriage, as well as being at the forefront of the campaign to save the Human Rights Act from repeal.

## OUR PRIORITIES

In recent years the world outside Liberty has changed dramatically. In the years to come Liberty must rise to new challenges and seize new opportunities – investing in innovation, collaboration and integrated advocacy to transform our reach and impact.

Liberty balances its rapid reactive work to defend against emergent human rights threats with long-term, proactive campaigns that are targeted at the most pressing human rights issues of our time.

Our expert team of lawyers, policy analysts, campaigners and communications experts work across a diverse array of human rights issues, spanning privacy and protest, migrants' rights, access to justice, discrimination, policing, free speech and national security.

Among our many projects, this year we are working to defend human rights and promote democratic scrutiny in the Brexit process, challenging the Government's invasive surveillance regime, campaigning against indefinite immigration detention, fighting to dismantle the 'hostile environment' and working to protect the rights of soldiers and victims of crime.



**Edward Snowden** @Snowden  
 The UK now tracks everything you do, despite protests. You can help @LibertyHQ win this historic case. Please share!  
[crowdjustice.org/case/snoopers-...](https://crowdjustice.org/case/snoopers-...)

Over 200,000 people signed a petition to stop the Snoopers' Charter, the Government didn't listen so we're taking them to court and we need your help.

There's no opt-out and you don't need to be suspected of anything. It will just happen all the time, to every one of us.

The Investigatory Powers Act lets Government keep records of and monitor your private emails, texts and phone calls - that's where you are, who you speak to, what you say - and all without any suspicion of wrongdoing.

10:14 PM - 10 Jan 2017

3,633 Retweets 2,714 Likes

104 3.6K 2.7K



## THE ROLE

One of the UK's leading human rights organisations for over 80 years, Liberty is a small organisation that punches well above its weight. Liberty is seeking an Advocacy Director to play a key role at one of the most exciting times in our history, developing and implementing long-term strategy and impact evaluation; running high-profile, creative

campaigns; maximising Liberty's political influence; directing Liberty's strategic litigation; supporting the delivery of human rights advice to the public; managing multi-disciplinary teams; acting as an influential spokesperson in the media; and forging collaborative partnerships.

The Advocacy Director is part of Liberty's Senior Management Team. They will line manage the most senior members of our Legal, Policy & Campaigns, and Advice & Information teams.

We are looking for an experienced, collaborative and ambitious person with a track record of developing strategic litigation strategies, running creative campaigns, influencing decision makers and delivering innovative projects.

Salary: £60,000 per annum.

Benefits include:

- Support for flexible working arrangements
- 26 days of annual leave, excluding bank holidays, with additional days off when the office is shut between Christmas and New Year
- Time off in lieu for additional hours worked
- Employer pension contributions of 5%
- Travel loan available
- Access to free employee counselling service
- Commitment to staff development through internal and external training opportunities

## KEY RESPONSIBILITIES

### Strategy and Leadership

- Contribute to the strategic leadership of Liberty as a member of the Senior Management Team
- Work with the Director to take a leading role in developing and implementing Liberty's long-term strategy
- Provide leadership and line-management across multi-disciplinary teams
- Attend meetings of Liberty's Policy Council, Board of Directors and AGM as required
- Model Liberty's values of fairness, respect, compassion and accountability in the working environment

### Delivery and Implementation

- Plan and implement high profile and creative campaigns incorporating leading edge digital tools
- Take a leading role in designing and delivering plans for strategic litigation, supporter activism, public campaigning and political engagement across Liberty's areas of work
- Act as an influential and authoritative spokesperson for Liberty
- Oversee the production and publication of Parliamentary briefings, policy analysis, research and campaigning materials
- Manage the budget for advocacy work
- Conduct rigorous evaluation of Liberty's work

### Collaboration

- Build strategic partnerships with Parliamentarians across the political spectrum, NGOs and other external stakeholders
- Model collaborative cross-organisational and inter-organisational working
- Maintain up-to-date knowledge of developments in UK human rights law and policy

## PERSONAL SPECIFICATION

### KNOWLEDGE AND EXPERIENCE

#### Essential:

- Understanding of the legal system and strategic litigation
- Understanding of the Parliamentary and legislative process
- Experience of devising and implementing long-term, strategic plans
- Understanding of how to use an expansive toolbox of strategies to influence decision-makers and cultivate support

#### Desirable:

- Degree, advanced degree or qualification in relevant field
- Substantial line management experience
- Experience of working in a campaigning organisation
- Experience of managing a multi-disciplinary team
- Experience of creative and digital campaigning tools

### COMPETENCIES

#### Essential:

- **Judgment** – Ability to exercise sound judgment and offer strategic insight
- **Delivery & implementation** – Demonstrable drive and ability to move work from concept to implementation and completion
- **Creativity and problem-solving** - Ability to think creatively and problem-solve
- **Work well under pressure** – Ability to manage multiple priorities and projects effectively to tight deadlines
- **Communication** – Excellent written and oral communication skills
- **Leadership** – Ability to provide leadership, motivation and support to colleagues

- **Management** – Ability to provide robust, fair line management and commitment to managing employees' performance by tracking progress against goals, giving constructive feedback and addressing performance issues effectively
- **Collaboration** - Ability to develop and maintain internal and external working relationships and develop and implement shared plans.
- **Learning & Reflection** - A reflective and evaluative approach to work, diagnosing what works, what does not, and what needs to change

### PERSONAL ATTRIBUTES

- Commitment to human rights and Liberty's cross-party, non-party status
- Commitment to building a fair, compassionate and diverse working environment

### HOW TO APPLY

Please send your CV and covering letter to [hr@libertyhumanrights.org.uk](mailto:hr@libertyhumanrights.org.uk) by the deadline of 9am, Monday 25 March 2019. First round interviews for shortlisted candidates will take place on during the week of 1 April 2019.

If you have any queries regarding the role please address these to the Acting Director, Corey Stoughton, either via the email above, or you can call on 020 7403 3888.

We welcome applications from everyone but, as disabled people and members of ethnic minority groups are currently under-represented at this level of post, we encourage applications from members of these groups. Appointment will be based on merit alone.