



Director of Strategy and Change

Functional Team: Campaigns

Reports To: Chief Executive Officer

Salary: £73,699 - £77,016 per annum (pro rata), Full Time (negotiable part time arrangements with a minimum 3 days per week)

Contract - Fixed Term Contract 6 Months

Location: Nationwide

Working Arrangements: Remote working, permanent, regular or ad hoc

MISSION OBJECTIVE

This role will form part of the Senior Leadership Team for a fixed term period during 2024. We need a strategic expert who understands politics, campaigning and how to get the best out of campaigning organisations.

2024 will see a major election and - probably - a major, and challenging, change for 38 Degrees and how we operate. We know that a potential change of government could mean big changes for our usual way of working, how we make an impact, recruit new supporters, and sustain our income. The Director of Strategy and Change will focus on formulating plans for the post-election period - our strategy, our tactics and how we are set up as an organisation to succeed.

The Director of Strategy and Change, collaborates with the CEO and other members of the Senior Leadership Team and will provide additional support to our CEO in developing and delivering key, often ambitious strategic projects in a busy year.

The role will cover three areas in particular:

- Oversee our strategic positioning and strategic planning.
- Lead a project team to own and lead the planning for the post-election world.
- Take on ad hoc projects, delegated by the CEO as his workload ebbs and flows to advance the organisation.

This job description describes the role of the Director of Strategy and Change. The 38 Degrees team works in a culture of togetherness, passion for our issues and determination to make a positive impact in our mission to make the UK fairer, more sustainable and more respectful. So from time to time the team will be expected to perform activities outside of their normal role.

Commitment

All 38 Degrees staff should have a deep commitment to our mission of empowering our supporters to win campaigns on the issues they care most about.

DUTIES AND RESPONSIBILITIES

INNOVATE



- Setting broad and overarching strategic direction, with sharp understanding of the political context, our brand, model and ability to have impact, and our role in the campaigns ecosystem during the post-election period in terms of organisational priorities / set up, how we are positioned in terms of corporate power, etc.
- In collaboration with the CEO, set and develop a post-election organisational political strategy
- Leading on the setting of strategic organisational goals and aligning the team around them - eg. campaign organisational objectives and key results
- Provide guidance and coaching to the staff team in terms of strategy, and decision making rationales against opportunities.
- Strategic oversight of our impact - working closely with Directors and Heads Of to assess and develop the way we campaign, the issues we focus on and the ambition we have, especially in the context of a new progressive government
- Designing and deciding on specific projects to trial and test, in line with strategic intent. Manage teams to deliver them and analyse performance, impact and success

ADVOCATE



- Propose the remit and scope of a post election review, and the process, setting goals for the outcomes.
- Lead discovery projects to understand the likely landscape and needs post-election, as well as the hurdles we may face on productivity, and the smartest ways of working.
- Consult with SLT members and Board members about the key elements of how we are set up in the future.
- Create scenario plans on the basis of our future needs

DEFINE PROJECT CYCLE



- Delegated projects will vary in nature and be agreed on a case by case but might include high value donor care, engaging with high level stakeholders in partner organisations, troubleshooting management issues, and similar.
- Overseeing project management, acting as a liaison point with internal and external stakeholders, and preparing relevant papers for internal discussion and board approval.
- Designing and deciding on further specific projects to trial and test, in line with strategic intent - which could include developing remit, project plans, securing third party funding, proposing key deliverables
- Support team leads to manage their teams to deliver and analyse performance, impact and success

TARGET SKILLS PROFILE



SUBSTANTIVE KNOWLEDGE

Extensive capacity gained through experience, reflecting subject mastery in strategy and project management.

Leadership and Management

- Proven ability to lead, manage and motivate people, contribute to organisational/functional level decision making and support the management of the associated impact.
- Effectively plans and manages allocated resources and budgets.
- Assess and mitigate against risks to ensure the sustainability and reputation of 38 Degrees.
- Makes a major contribution to the organisation's strategy by ensuring functional strategies, plans and objectives are aligned
- Makes skilled and thoughtful proposals about strategy for their area of responsibility, ensuring alignment to the plans and objectives of the function.
- Effectively adapts to change - is able to support wider organisational change initiatives and translate this to the team.

CONCEPTUAL

Challenge and/or critically assess existing policy frameworks to meet the objectives of 38 Degrees

APPLIED

Lead an effort to develop new policy, program, product or service where necessary



COMMUNICATION SKILLS

Extensive skill gained through work at, or with, a similar organisation to 38 Degrees, where supporters are their purpose. Extensive experience of engagement on strategy, tactics and ways of working.

INTERNAL

Present clear guidance/advice on the state of a project or KPIs

EXTERNAL

Build networks of collaboration to strengthen and secure client relationships.



EXECUTION SKILLS

Extensive achievement in the execution/delivery of multi-step/layered programs/services.

TIMELINESS

Build networks of collaboration to strengthen and secure client relationships.

QUALITY

Development of quality metrics to support introduction/operationalisation of new programs/services.

TARGETED SPECIALISED KNOWLEDGE

- You will understand the challenges we face from a change of government and you will have insight and experience on how an organisation like ours should respond - and how we can capitalise on the changed landscape.
- Strong political judgment and understanding of the UK political landscape
- Knowledge and ample understanding of not just the purpose of strategies of organisations like ours but also how we can establish the right structure to succeed.
- Extensive experience in change management.
- Adept and experienced at project management.
- Extended experience in the management of teams in dynamic environments.
- Ability to bring a business partnering approach when working with people across the organisation.
- Experience of working in a fast paced, agile environment, with the ability to grasp issues quickly and demonstrate a collaborative approach to problem solving.