



AGENDA **alliance**

Head of Influencing and Impact
Job Pack, August 2025

Who we are

We are the Agenda Alliance.

We are bold, ambitious feminists, living in a world where women and girls at the sharpest edge of adversity are consistently overlooked and harmed.

Too many women and girls are hurt; too many lives are damaged; too much potential is lost.

We are a social movement, campaigning with courage and in solidarity with our Alliance members and women and girls, so that they can thrive.

"Policymakers need a kick up the butt. They need to do something, and they need to do it fast otherwise there are going to be so many more disadvantaged women; more suicides, homelessness, child removal. It needs acting on and it needs acting on fast."

— Women's Advisory Network member



Our mission

We advocate and campaign for systems and services to respond appropriately to women and girls with multiple unmet needs.

Our purpose

We want public services to respond better to the distinct and multiple unmet needs of women and girls, including appropriately responding to gender, age, race and trauma.

For the whole system to respond better, we stand in solidarity with the voluntary sector and advocate for them to be empowered.

Our values

Our values are our guiding principles for our work to deliver our mission. It is who we are and how we behave.

We promise to be:



Intersectional

We understand that the most disadvantaged women and girls experience multiple types of intersecting trauma and disadvantage. So, we approach our work in a way that cuts across services, sectors and systems that are there to support the full breadth of issues and disadvantages that women and girls face.



Courageous

We are courageous in speaking out and taking action for and with all women and girls. We stand in solidarity with all women and girls and provide platforms for their views and voices. We campaign confidently, with pride, strength and grit.



Credible

We design campaigns that are grounded in robust evidence, proven good practice and the experiences of women and girls. We are committed to constant learning from the wider sector and our Alliance members – including small, specialist, front-line organisations – and learning from women and girls.



Clear

We communicate with clarity and try to be as clear as possible, so that everybody can understand, contribute and join our social movement. We speak in plain English and are committed to translating into different languages when required, including BSL. We do not waffle and are impactful when we present.



Collaborative

We collaborate with others in a meaningful way and stay true to our history of convening the sector. We will continue to listen to different perspectives and draw strength from diversity. We seek to develop shared understanding, to find new ways of talking, thinking and working across divides and boundaries.

Background

Agenda Alliance was brought together in 2015 to advocate for women and girls at risk, following Baroness Corston's report into women in the criminal justice system.

Since our foundation, Agenda has become established as the go-to organisation on gender and multiple disadvantage. We have built an alliance of 130 members across England and Wales who span a range of specialisms, bringing together large national charities and small local organisations to campaign for women and girls with unmet needs. We have built strong relationships across the political spectrum, voluntary sector and academia, generating real change in policy and practice for women and girls experiencing multiple disadvantage.

As a systems change charity that exists for the most marginalised women and girls, we are looking for a passionate, politically savvy, values-aligned person with outstanding project management skills to shape and help deliver our influencing goals and demonstrate our impact.

The aim of this newly created role is to help us influence policy, practice, perceptions and power, in order to improve systems and services for women and girls with unmet needs. This person's ways of working will ensure the voices of women and girls and our alliance members are at the core of our influencing work. They will ensure that the team works effectively together towards this shared goal.



The role

Job title

Head of Influencing and Impact

Reporting to

CEO

Salary

£55,000 per annum

Contract

Full-time, permanent. We are open to discussing flexible or part-time working.

Benefits

Access to a defined contribution pension and 25 days annual leave per year + three days between Christmas and New Year.

Location

Hybrid working, with 2 days in the office:
Shoreditch Exchange
Gorsuch Place
Shoreditch, London
E2 8JF

What might your week look like?

- You start the week planning the next phase of Agenda Alliance's influencing strategy with the Campaigns and Influencing Manager and the team. Using evidence from projects, the Women's Advisory Network and members, you chair a team session to refine messages, policy asks and tactics, whether that's behind-the-scenes briefings, coalition letters, or public-facing storytelling.
- Later, you head out to visit a member organisation to discuss a possible collaboration and speak to frontline practitioners about the current experiences of women and girls they work with.
- Tuesday is our in-person team day. You hold 1:1s, attend a meeting with the CEO and managers to discuss progress and trouble-shoot, and join the all-team meeting. You check in on progress across projects, offer strategic guidance, flag and address risks, and support development needs.
- After this, you review a briefing for MPs, ensuring it reflects current data and lived experience. You also support the CEO on a safeguarding case and share a recent guide on trauma-informed best practice with the team.
- On Wednesday, you review impact with the team using our internal framework. You track changes in practice, policy, power holding and public discourse, and begin drafting the quarterly report for the board. A media request has come in that day, so you also prioritise approving a quote for the CEO to rubber stamp.
- Thursday includes reviewing a funder report, ensuring it captures the impact of Agenda's work. You work with the Fundraising Manager and team to develop a new funding bid, developing a budget to ensure appropriate allocation of resources. You end the day attending a coalition meeting to advocate for better mental health support for marginalised women, ensuring their voices are involved in a sector response.
- Friday is for internal planning. You review budgets and support the CEO in strategic away day preparations. You end the week scanning political and sector updates, flagging opportunities with the Campaigns and Influencing Manager and CEO, and planning responses for the following week. Before you sign off you send the CEO an update and any actions for her ahead of your next weekly catch-up.
- Each day varies, but your focus stays the same: shifting systems, changing narratives, and ensuring women and girls with unmet needs are heard and prioritised by those in power.

What is it like to work here?

Wellbeing is a priority,
with flexible working and
'duvet days'

Team brunches!

Highly-supportive work
environment,
encouraging learning and
respect of lives outside of
work

Working with dedicated,
talented women on the
team, on our Board and
with our Alliance
members

Supportive and engaged
board of Trustees

We care deeply about the
work and better outcomes
for women and girls

We work on the
understanding that
women and girls are the
experts

We know how to
have fun too!

AGENDA
alliance



Job Description

Influencing strategy

- Developing and holding Agenda Alliance's campaigns and influencing plans, aimed at improving systems and services for women and girls with multiple unmet needs, drawing on a range of tactics and approaches.
- Bring knowledge and expertise of the political and women's sector landscape, and/or organisational working to tackle multiple unmet need, to guide the direction of projects and campaigns.
- Horizon-scan to identify key opportunities, shifts, and relationships to continuously shape the work and help create optimum conditions for influencing.

Member and women and girls' voice

- Ensure that alliance member voice and women and girls' voice is embedded in delivery plans.
- Ensure that the team is supported with engagement work that allows members and women and girls' voices to be centred in our work.
- Awareness and intuitive to embedding intersectionality in defending women's rights.
- Supporting the CEO, who is the Designated Safeguarding Lead, as the Designated Safeguarding Officer (training will be given for this), to ensure good safeguarding practices are maintained throughout the organisation.

Project management and partnership working

- Hold overall project management oversight of key projects, including monitoring outputs, outcomes, and budgets.
- Identify opportunities for partnership working with alliance members or sector partners that deliver on our influencing goals.
- Manage relationships with partners and stakeholders across the sector and in Westminster.
- Develop the alliance member and partnership strategy to maximise the impact of the alliance membership.
- Work with the Fundraising Manager to ensure funding reports are submitted for funded projects on time and advising/feeding into funding bids for new projects and campaigns.

Impact and social change

- Be responsible for effectively monitoring and evaluating projects and campaigns.
- Embedding our innovative impact measurement tools to capture and demonstrate systems change, through our new internal framework.
- Help us to move the dial on social perceptions, with a good intuition of public and social discourse on issues that affect women with unmet needs and those at the sharpest end of out-of-touch social policies.
- Supporting the team to understand and track the different ways that social change can be captured and demonstrated, such as how we've moved the dial on conversations around women and girls with multiple unmet needs.
- Report to the Board of Trustees on impact and outcomes of projects and campaigns.

Job Description, cont.

CEO support and leadership

- Work closely with and deputise for the CEO, including relationships with the Board of Trustees and key decision-makers, and representing the organization as a leader at events and in the media.
- Contribute to organisational strategy and act as a senior leader within the team.
- Act as an organisational spokesperson, delivering key messaging that cuts through in the contemporary media landscape.
- Support the CEO to foster a culture of collaboration, learning and accountability, where the team are clear on their areas of responsibility, but know that they are stronger together.
- Support the team to embed anti-oppression and trauma-informed working practices and an inclusive culture.
- Support the CEO in organisational sustainability including diversifying income mix, feeding into organisational budgets, Risk Registers and HR policies.
- Line manage members of the influencing team, supporting their development including through coaching, feedback, annual appraisals and ensuring opportunities for professional development.



Person Specification

- a) Commitment to social justice and to upholding the rights of women and girls. A good understanding of issues related to gender inequality and other social inequalities.
- b) Politically savvy, with an excellent understanding of the political environment, criminal justice and/or the women and girls' sector and any implications for our work.
- c) Good understanding of partnership working and stakeholder management, with the ability to build effective collaborative relationships and work successfully with a wide range of partners.
- d) Galvanising a diverse team, with the ability to bring people together on a journey towards a shared goal.
- e) A track record of successfully bringing about social change, with the ability to use evidence, data, and lived experience to influence effectively.
- f) Experience of developing creative ways to convene partners and build momentum around a cause.
- g) Good, independent judgement, strategic vision and an ability to think creatively.
- h) Outstanding project and resource management skills, with a proven ability to lead multi-stakeholder projects from inception to delivery.
- i) Good understanding of charity leadership and governance and experience of working effectively with a chair and board or similar.
- j) Coaching and collaborative and inclusive leadership style in tune with the values of Agenda Alliance.
- k) Commitment to values of co-production and engagement.
- l) Confident and persuasive communicator and presenter in writing and orally with the ability to represent Agenda Alliance at a range of levels, including on public platforms and in the media.
- m) An effective networker.
- n) Understanding of core safeguarding issues and good practice working with women and girls with multiple disadvantage.

Desirable

- Experience of deputising/working closely with a CEO or being on a Senior Leadership team.
- A track record in generating funds from diverse sources and in working with funders.
- Understanding of how to amplify the voices of women and girls with lived experience of the issues Agenda Alliance addresses.
- Experience of working in small, agile organisation with limited resources but high ambition.

This job description is not exhaustive. The post-holder may be required to undertake additional tasks and responsibilities as directed. Occasional travel outside of London will be required.

How to apply

Please apply **by 9am on Monday 8th September 2025**, with a cover letter (no more than 2 pages) outlining your suitability for the role, addressing points a) to f) in the Person Specification on page 11 of this job pack.

In addition, please send us your CV. You can submit both your letter and CV via this short form: <https://tally.so/r/wz6Q4k>

When you send your application, we ask that you also complete our equal opportunities monitoring form [here](#).

Completing this form helps us to understand the kinds of people who are applying for roles at Agenda, and whether we are attracting a broad range of applicants. The form is anonymous, and it cannot be linked to your application.

If you have any questions regarding the application process, or require any further details, please contact adminsupport@agendaalliance.org.

Closing date: 9am, Monday 8th September 2025

We will be shortlisting as we receive applications and aim to let successful candidates know by 11th September.

The first round of interviews will take place online on 15/16/17 September, with the second round of interviews taking place ideally in person at our offices on Thursday 25th September.

Equal opportunities

Agenda Alliance selects all candidates for interview based on their skills, qualifications, experience and ability to do the role advertised. We welcome and encourage applicants from all backgrounds and do not discriminate on the basis of age, disability (physical or learning), gender reassignment, marriage or civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation.

We will provide reasonable support to applicants with disabilities throughout the recruitment process. Please contact adminsupport@agendaalliance.org to identify any additional support that you may require to enable you to make an application.

The successful candidate will be required to undergo a DBS check. Agenda will treat all DBS applicants who have a criminal record fairly and not discriminate automatically because of a conviction or other information revealed. We will use a DBS to determine an applicant's suitability only in so far as it is relevant to the position. A criminal record, in itself, will not prevent someone from being appointed to the job.

Find out more

For further information, please visit us online:

Website: www.agendaalliance.org

Read our strategy here: www.agendaalliance.org/our-work/five-year-strategy

Instagram: [@agenda_alliance](https://www.instagram.com/agenda_alliance)

Bluesky: [@agenda-alliance.bsky.social](https://bsky.social/agenda-alliance)

LinkedIn: www.linkedin.com/company/agenda-alliance

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PRISONS | RACISM | Friday 19 August 2022 at 1:06pm

Monifa Bobb-Simon
Presenter, ITV Central


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Maya Oppenheim Women's Correspondent • Wednesday 22 February 2023 16:50 GMT • 6 Comments



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Athena Stavrou • Thursday 24 July 2025 08:56 BST • 0 Comments



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Mark Brown North of England correspondent

@markbrown14
Mon 10 Jul 2023 06:00 BST

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