1. Background

AGENDA: the alliance for women and girls is a cross-sector alliance of organisations and individuals, working together to reframe debate, and to provide the evidence base and working models to inspire a fundamental shift in perspective, and embed approaches that work.

*We believe that current systems and services are failing to protect, support and divert some women and girls from repeated experiences of inequality, violence, abuse and trauma, with the result that they can face lifelong, severe and multiple disadvantage.*

The idea for the new alliance started within the Corston Independent Funders Coalition. From its earlier work on women and girls at risk of entering courts and prisons, the group recognised that women and girls often become involved with the criminal justice service as part of a much longer process involving many other issues and combinations of problems and disadvantages. Some of these are experienced in particular ways by women, which can make them more vulnerable to risky situations and negative outcomes. The alliance seeks to place women at the heart of service design, rather than attempting to address a complex interwoven set of needs via a series of siloed services. It has developed to now involve a wide range of agencies and individuals including women’s centres across the UK, national mental health and substance misuse bodies and other alliances as well as organisations working in the criminal justice system. It has backing from a group of funders and funds committed from them for an initial period of three years.

The alliance believes that a new approach should understand how problems earlier in life can have an effect on chances, choices and options in the future. Where these are tackled sooner and better, women could be in a stronger position to deal with life events and be resilient to damaging or risky situations.

To enable this: a steering group is in place; the Young Foundation has been appointed to host the alliance, providing day-to-day infrastructure support; and we are is in the process of appointing a permanent chair and director.

2. Who we are looking for: person specification

AGENDA: the alliance for women and girls has a clear vision and mission and a strong set of values (see Appendix 1). We are seeking a highly skilled person who has the passion, commitment and expertise to turn our vision and mission into a realisable plan of action grounded in our values and, crucially, to bring a diverse range of partners on board to achieve change.

Essential requirements, therefore, are:
1. A demonstrable commitment to social justice, with the determination to uphold the rights of women and girls at risk, and to work to redress the structural inequalities and systemic failures which disproportionately affect them.

2. The confidence and courage to challenge current thinking and practice, working with and for women and girls at risk to open the door to new solutions and approaches.

3. A thorough understanding of gender and other inequalities and the dynamics of social change.

4. The ability to operate at the highest levels of policy making to enable and influence the debate around the issues facing women and girls at risk so as to inform and motivate change.

5. The ability to provide powerful platforms for the views and voices of women and girls at risk.

6. The ability to commission, manage, evaluate and synthesise research materials to develop policy and practice.

7. An effective networker and relationship builder with the ability to develop a wider constituency of support and shared understanding and concerted action across divides and boundaries.

8. A clear thinker with ability to develop, expand and proactively communicate and deliver organisational strategy, being agile and opportunistic as necessary.

9. Effective organisational project, resource and performance management skills with a track record in generating funds and other resources.

10. Confident and persuasive communicator and presenter in writing, social media and orally, including the ability to communicate to non-specialists.

11. Experience of working effectively with a chair and board or similar e.g. management committee or steering group and an understanding of the relationship with a host organisation and the management of it.

3. Structure, roles and accountability

Structure and roles
The alliance is not an organisation, but a looser set of relationships held together by a common ideal and a clear set of principles to ensure that anyone interested in seeing the same change can gain access to evidence, knowledge and networks to guide their own work or influence others in their working sphere.

Funding
Funding for the Alliance core team has been secured for an initial period of 3 years and it is envisaged that further funding will be sought to continue work after the end of this period.
Hosting

The alliance is not being set up as a separate organisation so will not have a formal constitution and will not be incorporated as a company, charity or other recognised body. It will be hosted by the Young Foundation which will act as the formal legal body for the alliance, holding funds, employing staff and making the necessary monitoring reports. The post and any other staff will be based at the Young Foundation.

The purpose of the hosting arrangement is to enable the alliance to operate without becoming a fully constituted organisation.

Accountability

The director will be employed by the host organisation and line managed by the Chair of the Steering Group in accordance with the host organisation’s HR framework and policies, including performance management. The strategic direction and workplan for the project will be agreed and overseen by the Chair and Steering Group with input from the wider Alliance. The post will be based at the Young Foundation 18 Victoria Park Square, London, E2 9PF.

4. Director role - main purpose

This new alliance will require agility in the approach to ensuring success. The chair and steering group will be partners in this so performance expectations of the director will be clearly understood and agreed at the outset, but will evolve as the needs of the alliance change.

The director is the main executive of the alliance. As such s/he will be expected to facilitate alliance members to develop and work jointly on its manifesto and secure additional resources to support this activity. The director is responsible for:

- Leading and coordinating the work of the alliance in conjunction with the chair and steering group.
- Developing strategy and action plans in consultation with the steering group and wider alliance.
- Implementing the agreed strategy.
- Managing the budget for the alliance.
- Reporting to funders and fundraising as required.
- Line managing all staff employed on alliance business.
- Liaison with the Young Foundation’s lead.
- Reporting to the Young Foundation’s trustee board as required.
Responsibilities

Alliance leadership and development
The director will work with the chair and steering group to:
• develop and agree a manifesto for achieving the alliance’s vision and mission.
• develop a strategy for implementation of the manifesto’s objectives and a method for monitoring and evaluating its effectiveness.
• work with the wider alliance, building on existing broad interest and involvement, to engage a larger, more diverse and proactive supporter base.

Management and governance
• To work with the chair to lead and manage the steering group and relationship with the host organisation so as to provide effective support for and governance of the alliance.
• To oversee the planning, monitoring, resourcing, performance management and development of AGENDA: the alliance for women and girls.
• To provide an efficient secretariat function for the steering group, developing the agenda in consultation with the chair, arranging meetings, following up action and reporting to the Steering Group meetings.

Staff Management
• To recruit, develop and manage any alliance staff, ensuring compliance with Young Foundation HR policies and procedures.
• To ensure that staff operate at the level of competency specified for their posts.

General
• All members of staff employed by the Young Foundation are required to operate in accordance with its values, policies and procedures. As Director of AGENDA: for women and girls the post holder will also be expected to uphold and promote the Alliance’s own vision, mission and values.

5. Headline terms and conditions

Contract: full time three year fixed term contract in the first instance
Salary: £55,000 - £59,350 depending on experience
Benefits: access to a defined contribution pension and 25 days per year + three working days between Christmas and New Year
Location: the Young Foundation, Bethnal Green, London E2
**AGENDA: alliance for women and girls**

### Vision

Our vision is for a world in which women are empowered to achieve equality and reach their full potential.

As a crucial step towards that vision, we believe that systems and services should be radically re-designed around the needs of women and girls, especially those who face the most extreme inequality, violence, abuse and trauma.

### Mission: long

We are a cross-sector alliance of organisations and individuals, working together to develop a new agenda and a new blueprint for systems and services for women and girls at risk.

*We believe that current systems and services are failing to protect, support and divert some women and girls from repeated experiences of inequality, violence, abuse and trauma, with the result that they can confront lifelong, severe and multiple disadvantage.*

Together, we are working to reframe debate, and to provide the evidence base and working models to inspire a fundamental shift in perspective, and radical new approaches.

We are calling for policy makers, commissioners and service providers to:

- recognise the prevalence and impact of unresolved early neglect, abuse and trauma in women’s lives;
- understand the impact of structural inequalities on woman and girls;
- acknowledge that systems and services which do not take account of trauma, or of gendered violence and inequality, can contribute to ongoing harm;
- identify and implement approaches and models which are:
  - rooted in the lived experience of women and girls at risk, including their experience as women, and as survivors of abuse and violence;
  - integrated, so that ‘silos’ between different services are broken down, and women and girls can access a range of services in ways that best meet their needs;
  - focused on early intervention, prevention and recovery, and on mutual support, so that women and girls can strengthen their own capacity to move forward, rebuild their lives, achieve their potential and contribute to their communities.

Our aim is for all women and girls at risk to have access to systems and services which recognise and respond to their experience: as women, as survivors, and as powerful agents of change in their own lives and in the wider world.
### Values

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<tr>
<th>Justice</th>
<th>We are determined and steadfast in upholding the rights of women and girls at risk, and in working to redress the structural inequalities and systemic failures which disproportionately affect them.</th>
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<tbody>
<tr>
<td>Courage</td>
<td>We are passionate and radical in speaking out and taking action for and with women and girls at risk. We challenge current thinking and practice, and we open the door to new solutions and approaches.</td>
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<tr>
<td>Vision</td>
<td>We work with imagination, insight and foresight to reframe the debate around the issues facing women and girls at risk, to provide powerful platforms for their views and voices, and to inform and motivate change.</td>
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<tr>
<td>Connection</td>
<td>We listen intently, and we draw strength from diversity and different perspectives as we seek to develop shared understanding and concerted action. We initiate fruitful new ways of talking, thinking and working across divides and boundaries.</td>
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<td>Credibility</td>
<td>Our work is grounded in robust evidence, proven good practice and the lived experience of women and girls at risk.</td>
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