



Participation and the Practice of Rights

Job Description

Job Title: Director

Pay Scale: NJC PO5 (£40,760 - £44,863) plus 8% pension

Responsible to: Management Committee

Who We Are: Participation and the Practice of Rights (PPR) is an NGO at the centre of one of the most dynamic social movements across Ireland. Since 2006 we have supported marginalised communities to use human rights to achieve practical change across a range of social and economic rights issues: housing and accommodation, mental health, education, income and those experiencing digital inequality. Our approach has inspired other movements across Britain and Europe and we are part of a growing international activist network.

PPR promotes the realisation of human rights by building power and challenging systems that perpetuate inequality through disempowerment and exclusion. We harness our organising, policy and communications expertise - and our growing activist network - to support communities who have been marginalised by laws, policies, public authorities or private interests. We fight to win.

PPR's highly adaptive approach to organisational development enabled us to respond strategically to COVID-19— respecting lockdown and social distancing while developing new and effective digital strategies which have strengthened our grassroots campaigns. We are seeking a Director build on these strong foundations.

The Role: The Director will lead PPR's Senior Management Team (SMT) in providing strategic leadership to drive organisational development, funding strategies and governance while ensuring adherence to the mission, vision and values of the organisation at all times. The Director will fulfil responsibilities required to steward PPR; proactively safeguarding our internal culture of flexibility, openness and learning by doing while ensuring that the marginalised communities we organise with are effectively supported by our highly skilled, experienced and valued staff team.

Key Responsibilities: Working collaboratively with the SMT and reporting to the Management Committee of PPR, the Director will be responsible for:

Organisational Development, Governance and Finance

- developing and maintaining strong relationships with funders and financial supporters of PPR to ensure we have the resources needed to be effective;
- working with PPR's Board to steward the organisation ensuring accountable governance and robust management procedures;
- leading PPR's strategic planning processes and ensuring the meaningful participation of all members of the PPR network (Board, staff, activists, supporters);
- line manage other members of the SMT and select staff members as and when required;
- representing PPR on the Human Rights Partnership – a formal partnership of leading human rights NGOs in Northern Ireland - including the development and delivery of collaborative work streams and fulfilling related funding requirements;
- ensuring that PPR meets all of its legal, charitable, statutory and funder obligations;

Strategic Campaigning

- using PPR's influence and credibility to insulate campaigning groups from negative pressure and bring a spotlight to human rights abuses lacking public profile;
- working with PPR's strategic NGO partners and developing relationships with social movements domestically to build alliances for progressive change;
- strengthening relationships with organisations in other states working on cutting edge human rights campaigns to promote the work of PPR and develop meaningful networks of solidarity;
- contributing to internal campaign strategy sessions and directly leading organising, policy and communications work strands for temporary periods when required;
- instilling trust and confidence in PPR through the building of relationships with PPR's group members and supporters;
- ensuring that PPR's outputs are consistently robust, of a high quality and effective;

Other Responsibilities

- any other tasks deemed necessary by PPR's Management Committee in fulfilment of the objectives of the organisation.

General Information about the post

Duration: This post is permanent subject to funding.

Holiday Entitlement: The Director will be entitled to 30 days holiday per year in addition to statutory holidays.

Hours of Work: The Director will be expected to work a 35-hour week with evening and weekend work as required.

Pension: PPR will contribute an 8% contribution to PPR's work-based pension scheme (or the postholder's pension scheme of choice).

Pay Scale & Cost of Living: The NJC salary band for this post is PO5 - £40,760 - £44,863 (point 38 to 41). Cost of living information for Belfast is provided at the link below:

[Cost of Living in Belfast. Updated Prices Jan 2021. \(expatistan.com\)](https://www.expatis.com/cost-of-living-in-belfast)