



Making Rights Real is a new Scottish charity that aims to shift how grassroots communities access and understand human rights. We aim to use human rights as practical tools, to support marginalised communities achieve sustainable social and economic change. MRR is a registered charity: SC050342

We are seeking a Director to help the Board launch our work initially funded by the Corra Foundation and Joseph Rowntree Charitable Trust and the successful candidate will be a central figure in realising our vision.

**The Role:** The Director will provide strategic leadership within the organisational structure, build and support the staff team, develop funding strategies, and implement clear governance processes and operational practices for the successful running of the organisation. The Director will work with the Board to implement the mission and vision of Making Rights Real and to embed the values of the organisation.

**Human Rights Campaigner:** We are looking for a Director with strong working knowledge of using human rights to achieve social and economic change. The individual must have a sustained and demonstrable commitment to working with marginalised communities effectively, experience in leading community development initiatives. Working with academia is desirable. The successful candidate will have a keen insight into the urgency of challenging social and economic rights abuses experienced by communities across Scotland and be able to demonstrate the capacity to attract diverse stakeholders to support grassroots initiatives.

**Leadership:** We are looking for a dynamic team player who can work collaboratively with an established Board of Trustees and can create a new, mission-driven staff team to deliver the innovative work of MRR.

**Organisational Development:** Our Director will have a strong track record in a senior management role, with sound knowledge of charity reporting, finance and HR. Experience of recruitment, leadership and delegation are essential. Critically we are looking for a leader who can apply a human rights-based approach to recruitment of the team and the terms and conditions of employment.

**Funding Sustainability:** We are looking for someone who can develop MRR into a sustainable organisation by strengthening relationships with existing funders and developing new funding partnerships. Experience of attracting funding from major philanthropic organisations is essential.

**Building Networks:** Our Director will be our public face and an ambassador for the organisation. A strong legacy of knowledge exchange with key stakeholders and dissemination work in Scotland is essential and we are keen to hear from candidates who can demonstrate reach across the UK and beyond. An awareness and appreciation of the need for a strong social media presence, and the ability to harness this medium is critical.

The successful candidate will be our first Director. We are looking for a leader with passion and commitment; one with the vision and commitment to use MRR as the vehicle to drive both human rights and the participation of marginalised communities into the centre of our national decision-making processes.

## How to Apply

If you have any queries or wish to discuss the role further please contact the Chair of the Board of Trustees, Dr. Jo Ferrie [info@makingrightsreal.org.uk](mailto:info@makingrightsreal.org.uk)

**To apply, please submit a CV and covering letter / supporting statement** expressing why you are interested in this opportunity and your suitability by **midday 20<sup>th</sup> April, 2021**. Please note: this date is later than originally planned, recognising that the Easter school break could disproportionately impact some applicants.

Applicants will be shortlisted for interview by matching the details given on their CV and supporting statement against both the job description and the person specification (see below). We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge match those requirements.

We would also be grateful if your covering letter / supporting statement could include the following information:

- Current salary / package
- Current notice period
- Details of two referees (please note that referees will not be contacted until offer stage or without prior consent)

Please note that you will receive an acknowledgement of your application within 24hrs. If you do not receive this please contact [info@makingrightsreal.org.uk](mailto:info@makingrightsreal.org.uk)

Interviews will be held by Zoom between 9am and 1pm on the 30<sup>th</sup> April, 2021. **Interviews will last 45 minutes and will cover the main elements of the Person Specification (below): Experience working with a human rights-based approach; experience working with/for the charitable sector; leadership, governance & team building; fundraising and working with communities.**

## **Making Rights Real** Job Description

**Job Title:** Director (full time) Fixed Term in the first instance until Dec 31<sup>st</sup>, 2022

**Salary:** SJC Points 46-52  
2020/2021 (£45, 259 - £51, 918)  
2021/2022 (£46, 616 - £53, 475)

**Responsible to:** Board of Trustees

**Location:** Home based

### **The Role:**

The Director will build our staff team and provide strategic leadership to establish organisational structure, develop funding strategies, clear governance processes and operational practices to fully establish the running of the organisation. During the early phase of the appointment the Director will work with the Board to establish the mission and vision of Making Rights Real and to embed the values of the organisation.

### **Main Duties and Responsibilities**

#### **Leadership**

- Building and strengthening inter/national alliances towards human rights realisation
- Building and strengthening the public face of MRR, performing an ambassador role for the organisation

#### **Governance and Finance**

- Build and sustain positive relationships with funders of MRR to deliver resources that sustain our mission and projects.
- Work with MRR's Board to structure accountable governance and robust management processes
- Lead the operationalisation of the Board's recommendations and ensure meaningful participation of all members of the MRR team (Board, staff, communities, allies)
- Lead on the recruitment and line management of members of MRR staff
- Ensure that MRR meets all of its legal, charitable, statutory and financial obligations.

#### **Campaigning**

- Build MRR's influence and credibility to illuminate human rights violations, working with campaigning groups to manage the pressure of progressive action
- Work with MRR's strategic NGOs and policymakers in Scotland, across the UK and globally to build alliances for positive change
- Lead on communication strategies when required
- Ensure that MRR's outputs are built on a credible, robust and effective evidence-base

### Other Responsibilities

- Any other tasks deemed necessary by MRR's Board in fulfilment of the objectives of the organisation

Please apply with a cover letter and CV that demonstrates how you meet the following criteria.

## Making Rights Real (MRR)

### Person Specification – Director

Essential	Desirable
<b>A: Qualifications</b>	
1 A relevant degree <u>or</u> equivalent professional experience in a relevant field	
2	Membership of CLD Standards Council.
<b>B: Experience</b> <b>A minimum of three years experience in:</b>	
1 Experience of working within a charity governance model	Reporting directly to a Management Committee/ Board
2 Successful fundraising at senior or middle management level and ability to identify opportunities to increase the revenue of a growing organisation and build solid relationships with funders	Experience of fundraising at an international and philanthropic level
3 Developing, coordinating and leading social justice and/or human rights campaigns in both operational and strategic capacities	
4 Using a broad range of social change tactics to effect change including digital organising and online advocacy	
5 Producing high quality analyses of current affairs for internal and external audiences	
6 An organisational leadership role including management of a team	
7 Development and delivery of a strategic plan at senior or middle management level and implementation of monitoring and evaluation processes	

8 Track record in building and maintaining lasting relations with a range of diverse stakeholders, staff, volunteers, funders community organisations and other agencies	Track record of building and maintaining international alliances towards rights realisation
9 Effective representation of the interests of a campaigning organisation, at national and/or international level	
10 Business planning to meet legal, charitable, statutory or financial obligations as fitting of a leadership role	
<b>C: Knowledge/Skills/Attributes</b>	
1 A natural empathy for others and ability to work with a diverse range of people and organisations	
2 Strong leadership qualities with the demonstrable ability to lead, inspire, support and motivate others	
3 A demonstrable commitment to fighting injustice effectively and an understanding of the power dynamics involved in human rights based organising and advocacy	
4 Knowledge of the key international human rights standards, instruments and relevant organisations	
5 Excellent communication skills (written, oral -negotiation, public speaking and media)	
6 A practical understanding of the advantages technology brings to both campaigning and organisational development	
7 Excellent organisational skills and ability to meet deadlines	
8 Knowledge of and commitment to robust and effective evidence building	Examples of application of an evidence-base to deliver impact
<b>D: Commitment</b>	
1 Commitment to the mission, aims and values of MRR and a proven ability to work in a non-partisan way with all sections of society	
2 Willingness to travel locally and internationally	Driving license and access to a car or access to public transport
3 Willingness to have a flexible working pattern as required	