



Samphire

Working to create a society which is inclusive and compassionate towards migrants

JOB DESCRIPTION AND PERSON SPECIFICATION

Advocacy Lead

Reporting to:	Director
Location:	56 Castle Street, Dover, CT16 1PJ
Travel:	Primarily local, occasional national travel
Hours:	0.2 FTE (possibility of increased hours subject to funding)
Job status:	12 months initially
Holiday:	25 days + statutory holidays (pro rata)
Salary range:	NJC salary scale points 26 - 28 £29,636 - £31,371 (pro rata)
Funder	Funded

Job Summary

This is a new post and an exciting opportunity for someone with vision and strategic thinking to guide Samphire in developing a coherent advocacy strategy which encompasses our diverse projects. With the current debates surrounding immigration/asylum in post-Brexit Britain, it reflects our desire to place greater stress on advocacy in order to enhance progress towards our objectives and vision, namely, “to create a society which is compassionate and inclusive towards migrants”. We are looking for someone with experience of advocacy work or a background in journalism/media, who is knowledgeable about migrant/asylum issues, or has lived experience in the U.K. context. You should be confident in being the spokesperson for the organisation when required, though your role is not necessarily to engage in advocacy yourself, but to empower staff and service-users to do so. This is initially a 12 month post with extension dependent on fund-raising.

Job Description:

1. **Leadership.** Advise and support the Director in leading and strengthening Samphire’s engagement at local, regional and national level, in effective advocacy which enhances progress towards our strategic objectives. Act as a spokesperson for the organisation when required by the Director. Support the Director in related strategic planning and fund-raising as required.

2. **Planning.** In a participatory manner with staff and stakeholders¹, develop a coherent and focussed advocacy strategy/plan (methodology, targets, timeline, indicators) in line with Samphire’s advocacy policy, which embeds and strengthens advocacy within our existing projects, and provides guidelines on how we respond to unforeseen emerging situations in the external environment. This task will include the selection of the key issues on which to focus, and the best methods/media, taking into account our strengths/weaknesses and external opportunities. This plan to be reviewed annually with staff and trustees to assess the effectiveness of our efforts, document lessons learned, and re-focus for the following year.
3. **Capacity building.** Build the capacity of staff and stakeholders to engage in advocacy, using diverse media/methods. Together with staff, develop modalities whereby issues of concern from Samphire’s focus communities are identified and developed into an advocacy action. Encourage staff to inspire, empower, and support focus communities to engage in their own advocacy efforts alongside Samphire’s.
4. **Raising awareness & cultural understanding.** Assist the Community Engagement team and their focus communities to deepen their understanding of the cultural factors informing values and prejudices. Develop innovative ways to challenge existing attitudes of fear, jealousy, or hostility, and build greater interaction and trust between migrants and non-migrants in Dover/East Kent.
5. **Media & Communications.** Strengthen Samphire’s existing links with local, national, and social media. Increase Samphire’s contribution to positive articles or interviews on our selected focus issues. Together with staff, develop key statements for use in media interviews which reflect Samphire’s stance on common questions of migration; share these among Samphire stakeholders, to ensure we speak with one voice. With staff, establish and maintain a record of our advocacy efforts, together with a file of illustrative case studies (anonymised). Ensure that Samphire’s website is visually inviting, easy to navigate, and regularly up-dated. Encourage and facilitate staff to attend training workshops in media/communications, including social media.
6. **Networks & coalitions.** Amplify Samphire’s voice by strengthening links to organisations with similar goals, for mutual campaign support and pooling of resources.
7. **Safeguarding.** Further refine the Code of Conduct and identify and delineate Roles & Responsibilities. Ensure that staff and trustees are well-informed on these.
8. **Research.** Design, fund-raise, and commission research when required to strengthen our evidence-based advocacy

Qualifications & experience

Essential

- Working knowledge of the current conditions, policy and practice relating to immigration, asylum and detention in the U.K.
- Experience of advocacy work in the U.K. context
- Ability to network and identify key persons of influence
- Familiarity with a wide range of methods/modalities/media to get a message across

¹ Stakeholders includes trustees, service-users, focus communities, community support groups, volunteers

Desirable

- Professional background in journalism/media/communications
- Lived experience of seeking asylum
- Experience of working in the refugee, asylum seeker or migrant sector

Proficiencies

- Fluent in written and spoken English language;
- Basic computer programmes, website design, social media.

Personal characteristics

- Ability to see the big picture and to think outside the box.
- A personality which inspires and empower others
- Confident to represent the organisation when necessary (to government representatives, to the media, and in various fora and networks) and reaching out to build positive relationship with similar organisations
- Understanding of the psycho-cultural factors which inform values, attitudes and behaviour

Working Conditions

- The post will be based at Samphire's office in Dover and may require some local and national travel. *We are currently operating a blend of office and remote working.*
- The post is for 1 day (7.4 hours) per week for 12 months, with the possibility for increasing these hours and extending the time period dependent on fund-raising.
- DBS check required (to be carried out on appointment)

For more information or to arrange an informal chat please contact Joy Stephens (Chair) on recruitment@samphireproject.org.uk

Samphire is committed to operating as an equal opportunities organisation. We welcome applications from refugees and in particular from former detainees to reflect the composition of our service user group.

