



# SENIOR MANAGER, POLICY & CAMPAIGNS

**JOB APPLICANT PACK**



# APPLICANT PACK | SENIOR MANAGER, POLICY & CAMPAIGNS

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**Salary:** £48,000 per annum

**Contract Type:** Permanent

**Location:** UK (minimum 2 days per week in the London office)

**Work Pattern:** Full-time, 37.5 hours per week with the opportunity for flexible working hours

**Reporting To:** Associate Director, Advocacy & Campaigns

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## HOW TO APPLY

Please submit an anonymised CV and covering letter (please remove any identifying details such as name, address, or photos) by 23:00 on Monday 25 May via the [Workable link](#).

In your covering letter, please demonstrate your motivations for applying for the role, how the position aligns with your career plans, and the experience (professional, voluntary, or lived) that makes you a strong fit for the role in line with our values and the criteria outlined in the job description.

We encourage candidates to ensure their responses reflect their own skills, experiences, and personal voice. If AI tools are used, candidates will be asked to explain how and why they used them. Please see our [Using AI - Guidance for Job Applicants](#) for further assistance.

## INTERVIEW STAGES

The selection process will consist of three stages (dates will be confirmed with shortlisted candidates):

- First-round interview w/c 1 June 2026
- Second-round interview w/c 15 June 2026

Candidates will be asked to prepare a presentation (10 minutes maximum) on a policy and campaigning topic. Candidates should allocate no more than 3 hours to prepare this task.





## CEO INTRODUCTION

Thank you for your interest in joining Mission 44. We're building a hugely exciting organisation and the whole team is inspired by the extraordinary potential we have to change lives for the better.

Established by Sir Lewis Hamilton in 2021, Mission 44 is a charitable foundation working to ensure that every young person can thrive in school and access great careers in STEM. We support bold organisations, leaders and ideas to reimagine the future and transform the lives of young people.

We are incredibly fortunate to have the encouragement and support of Sir Lewis Hamilton, whose personal pledge laid the foundations for our work, and whose vision we are working to deliver. Mission 44 will be a profoundly effective, impact-led place to do great work: we're building an organisation that's inclusive, dynamic and collaborative. We're determined that the time you invest with us will enable you to grow personally, as well as offering the huge professional satisfaction of delivering concrete and lasting change. If this sounds like the right fit, we'd love to hear from you.



**Jason Arthur, Chief Executive**





## ABOUT THE ROLE

Mission 44 exists to drive change and build a fairer, more inclusive future for young people around the world. As our work continues to expand, so does our ambition to influence policy, shift power, and drive systemic change by addressing the barriers young people face and advancing evidence-based solutions.

The Senior Manager, Policy & Campaigns will be central to this mission, leading the development of policy positions and research that strengthens Mission 44's ability to influence decision-makers and shape public discourse.

Mission 44's impact model brings together strategic investment (through grantmaking) and targeted influence to drive systemic change. The Senior Manager will work closely with grantmaking teams to ensure that insight from funded work is embedded in policy and research, while also feeding learning and evidence back into funding strategies to strengthen decision-making and maximise impact.

The role will lead and manage Mission 44's policy and research agenda, acting as a key point of contact for partners and building trusted relationships across government, the education and youth sectors, and civil society. The role will lead the development of policy recommendations, commission and translate research into clear, actionable outputs, and collaborate with internal teams and partners to align policy priorities with wider organisational objectives and maximise influence.

The role also plays a critical role in advocacy and external engagement, ensuring Mission 44's voice is present in key policy moments, supporting strategic campaigns, and connecting research and insight to high-impact opportunities that drive political attention and sustained change at a national and global level.

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## WORKING AT MISSION 44

### OUR TEAM

The Mission 44 team currently has 28 employees. The team is organised into three Directorates: Impact, focused on research, grant-making, campaigning and convening; Engagement, focused on income generation and communications; and Operations, focused on our finance, HR and operational platform.





We provide a workplace where every team member’s contributions are recognised and appreciated. Our goal is to attract a wide range of talented professionals and ensure fair opportunities for all.

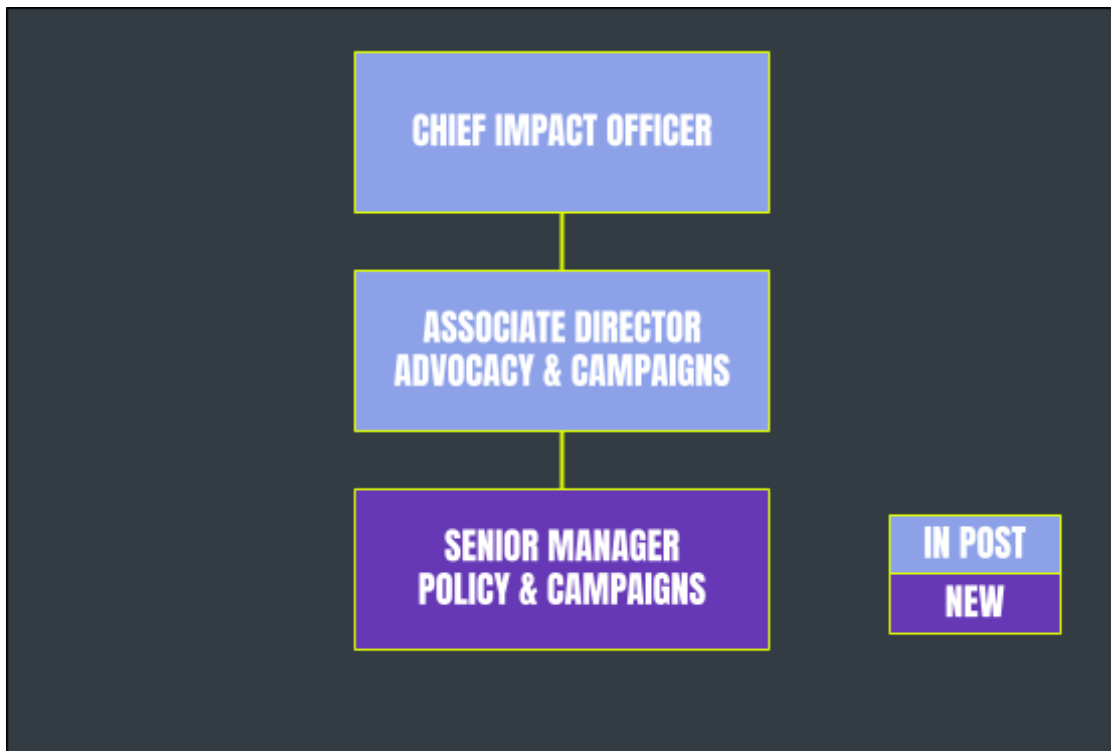
## OUR VALUES

Everything we do at Mission 44 is guided by our five core values.

- We are **brave**: with an ambitious sense of possibility, we focus on where we can drive long-term improvements.
- We are **collaborative**: we build partnerships and coalitions to solve problems and make change happen.
- We are **curious**: we are evidence-led and continuously learning how best to grow our impact.
- We are **inclusive**: we amplify the voices of the less widely represented.
- We act with **integrity**: we are honest and transparent, and build trust-based relationships.

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## ADVOCACY & CAMPAIGNS TEAM ORG STRUCTURE





## BENEFITS AT MISSION 44

### YOUR TIME OFF



#### HOLIDAYS

Enjoy 28 days annual leave, plus a day for your birthday



#### SUMMER FRIDAYS

We finish every Friday at noon in August



#### VOLUNTEER DAYS

Unlimited volunteering leave, as agreed with your manager

### YOUR WELLBEING



#### STAY ACTIVE

Use our cycle-to-work scheme and free gym access



#### STAY HEALTHY

Optional health insurance and access to an EAP



#### STAY WELL

Wellbeing allowance to spend in whatever way works for you

### YOUR FUTURE



#### PENSION

Save for retirement with our generous pension package



#### DEVELOPMENT

Professional development budget of £1k



#### FAMILY LEAVE

Competitive parental leave package

## ROLES AND RESPONSIBILITIES

### POLICY

- Lead the development and delivery of Mission 44's policy strategy, aligned to organisational priorities and focused on driving systemic change for young people
- Develop clear, evidence-based policy positions and recommendations that influence government, civil society, the education sector and key decision-makers
- Build and maintain trusted relationships with policymakers, advisors, think tanks, academics, and sector leaders to strengthen Mission 44's influence
- Identify and shape opportunities to influence policy agendas, consultations and legislative processes at national and global levels
- Work cross-functionally to align policy priorities with external engagement and advocacy activity
- Monitor and analyse political and policy developments across relevant landscapes, leading on timely evidence-led responses and providing strategic insight and recommendations
- Track and evaluate the impact of policy and advocacy activity, using insights to refine strategy and approach





- Account manage Mission 44's external policy and research partners and consultants, ensuring high-quality delivery and value for money

## CAMPAIGNS

- Support the design and delivery of integrated advocacy campaigns that connect policy, research and storytelling to drive political attention and action
- Work closely with partners and young people to co-create campaigns, ensuring their voices and experiences shape campaign priorities, policy recommendations and delivery approaches
- Work cross-functionally with communications and partnerships teams to maximise influence
- Identify and leverage key moments, partnerships and platforms to elevate Mission 44's voice and policy agenda
- Contribute to campaign messaging and narratives that translate policy positions into compelling calls to action for target audiences

## RESEARCH

- Commission and oversee high-quality research, ensuring outputs are rigorous, relevant, and actionable
  - Translate complex research and data into compelling policy briefs, reports, and insight-driven narratives to support advocacy and influence
  - Ensure all policy and research outputs are accessible, inclusive and reflect the lived experiences of young people
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## ABOUT YOU: SKILLS AND EXPERIENCE

### ESSENTIAL

- Strong experience in policy development with a track record of influencing decision-makers
- Experience shaping or contributing to successful community-led movements, advocacy campaigns or policy change initiatives
- Deep understanding of political and policy-making processes, ideally in education, employment, social justice, or youth-focused areas
- Experience in participatory and youth-centred research approaches, including co-creation with young people and gathering insight through polling, perception studies and stakeholder engagement - alongside more traditional research methods





- Ability to translate complex research and evidence into clear, persuasive policy recommendations and narratives
- Proven experience building and managing senior stakeholder relationships across government, civil society, education, employment and/or youth sectors
- Excellent written and verbal communication skills, including producing high-quality briefings, reports and consultation responses
- Experience leading projects and managing external partners
- Strategic thinking skills, with the ability to identify and act on opportunities to influence policy agendas

## DESIRABLE

- Experience working in or with government, think tanks, charities or advocacy organisations
- Experience in working with young people to create campaigns or advocacy initiatives
- Knowledge of UK and/or international policy landscapes relevant to Mission 44's focus areas
- Familiarity with youth engagement approaches and/or incorporating lived experience into policy development
- Experience working with high-profile stakeholders
- Understanding of media and communications as a tool for policy influence

## PERSONAL QUALITIES

- Passionate about creating a fairer, more inclusive future for young people around the world
- Highly motivated, proactive, and able to operate effectively in a fast-paced, evolving environment
- Strong relationship builder
- Collaborative mindset, with the ability to work cross-functionally and bring others with you
- Confident and persuasive, with the ability to engage and influence senior audiences
- Analytical and curious, with a strong attention to detail
- Resilient and adaptable, with the ability to manage competing priorities and ambiguity
- Works flexibly and proactively without close supervision

