



Director of Programs
Appointment brief

April 2021

Welcome



Thank you for your interest in the Freedom Fund and this exciting opportunity.

Here at the Freedom Fund we work to end some of the most egregious forms of human exploitation on the planet. We believe that it is unacceptable in the 21st century that millions of women, men, and children are forced to work on behalf of others – and that no matter what form it takes, modern slavery can be defeated if we empower those who understand it best: survivors, grassroots organisations, and frontline leaders.

Having joined the Freedom Fund when it was a fledgling start up back in 2014, I have seen it grow into the world's largest funder of frontline anti-slavery organisations, and a leading source of evidence-based research. With the backing of numerous foundations and governments, we have embarked on an ambitious new strategy to transform oppressive systems and help 10 million people resist exploitation by 2025.

A key pillar of this strategy is our “hotspot programs” in countries where slavery is concentrated. Through these focused interventions, we aim to influence the root causes that enable exploitation – weak government policy, irresponsible business practices, harmful norms around gender, ethnicity, or caste. We work with our partners to right the power imbalances that put specific groups of people at risk.

The Director of Programs will lead this expanding portfolio of work. You will help drive our overall strategy, lead a team of 30 people running the hotspot programs, and represent the organisation to external partners. As a member of the Senior Management Team, the Director of Programs will also be a critical voice in the overall leadership and governance of the Freedom Fund.

We have a fantastic, dedicated team and pride ourselves on a great work culture. We are fast-paced, agile, supportive of one another and value work-life balance, transparency and collegiality.

Within the rest of this pack, you will find information about our activities, our vision and mission, our achievements and our structure. You will also find details of the job description and person specification and information on how to apply for this unique opportunity.

Please do not hesitate to contact our retained consultants Anna Gardet and Roberta Giubilini at Prospectus for an informal conversation about the position.

Regards,

Dan Vexler
Managing Director, Programs

Overview

The Freedom Fund (www.freedomfund.org) is a leader in the global movement to end modern slavery.

The Freedom Fund works to combat many different forms of extreme exploitation, including forced labour, sex trafficking, forced marriage, and the worst forms of child labour. The Fund operates anti-slavery programs in Ethiopia, India, Nepal, Thailand and Myanmar and will open new programs in Brazil, Indonesia and Bangladesh in 2021.

In its first seven years, the Freedom Fund has supported and funded over 140 organisations, many of them grassroots NGOs fighting slavery in their local communities, and has had a direct impact on nearly a million people.

The Fund supports work at the community level, and also seeks to change broader systems, including weak government policy and enforcement, irresponsible business practices and harmful social norms. We seek to build civil society coalitions and foster social movements to help drive change from the bottom up, while also working internationally to influence the global systems that allow slavery to persist. The Fund has built a reputation for excellence and is backed by a diverse group of donors.



Vision

Our vision is a world free of slavery.

Mission

- Our mission is to mobilize the knowledge, capital and will needed to end slavery.
- We generate private funding by demonstrating how effective interventions can protect those at risk of being enslaved and free those in slavery.
- We invest in those countries and sectors with the greatest incidence of slavery.
- We analyse which interventions work best, and we share that knowledge.
- We bring together a community of activists committed to ending slavery and empowered by the knowledge of how best to do so.

Our values



EXCELLENCE

- We seek the greatest possible impact with the funds we invest.
- We invest in the most effective interventions based on the best available evidence.
- We continually strive to do better.
- We pay attention to detail.

COURAGE

- We work in places and on issues where success may not be quick or easy.
- We are not afraid to take calculated risks.
- We speak clearly and plainly.
- We are inspired by those on the frontlines of the fight against slavery.

RESPECT

- We value the knowledge of those most directly affected by slavery.
- We acknowledge those who have gone before us and who work alongside us.
- We share credit when we meet with success and support each other when challenges arise.
- We never forget that donors trust us to make a real differences with their funds.

AGILITY

- We think creatively.
- We respond quickly to opportunities.
- We learn from our mistakes and adapt.
- We oppose unnecessary bureaucracy.





What is modern slavery

Over 40 million people are enslaved in the world today, and 71% are women and girls.

Modern slavery entraps men, women and children forced to work long days in dangerous and punishing conditions. Victims of modern slavery are controlled and exploited for commercial or personal gain. Slavery causes terrible suffering to its victims, and it also eats away at the wider health of our economies and communities. Ending slavery not only extinguishes an injustice, it allows people to freely contribute to their community, creating greater prosperity.



Common types of modern slavery

Forced labour

Around the world, men, women and children are forced to work against their will under the threat of penalty or violence, whether by government authorities, private businesses or individuals.

Debt bondage

In fields, factories and households, people are indebted, often through deception and forced to work to repay the "loan" under unlawful and exploitative conditions, sometimes over generations.

Commercial sexual exploitation

An estimated 4.8 million women, children and men are victims of forced sexual exploitation, imprisoned by force or deception into slavery for the purpose of sex.

Forced marriage

Around the world, girls and women are coerced into marriage against their will, usually for money



Our approach

The Freedom Fund has developed an independent and global approach to bring together knowledge and capital to deliver results.

- We bring a global perspective, to match the scale of the problem with vision and resources.
- We invest in best-of-class anti-slavery interventions, scaling those that succeed.
- We share our knowledge, to encourage best practice and greater collaboration in the sector.
- We measure impact, to improve our investment strategy over time.
- We align diverse disciplines, to develop more effective approaches to end slavery.

To carry out its mission, the Freedom Fund:

1. Works on the frontlines: We partner with frontline organisations to directly combat slavery in defined regions where it is highly concentrated. We do this by setting up “hotspot” projects – clusters of the most effective community-based organisations in these regions. Partnering with these organisations in some of the world’s poorest and most marginalised communities is difficult, demanding and time intensive, but it is also one of the most effective ways to achieve large scale and sustainable impact.
2. Drives systemic change: We tackle the underlying systems that allow slavery to persist. We do this in our hotspots, engaging the government, private sector, media, social movements and other key drivers of change. We also do it through our Global Initiatives, by catalysing action on selected issues and industries that have a direct link to our hotspots.
3. Strengthens the anti-slavery infrastructure globally: We empower the anti-slavery movement, with our Movement Building Initiatives providing platforms, tools and knowledge for organisations to connect and work together more effectively.
4. Raises new capital: We bring new funding and innovative investors into the anti-slavery space, with the goal of mobilising the capital needed to work on the frontlines, drive systemic change and strengthen the anti-slavery infrastructure globally.

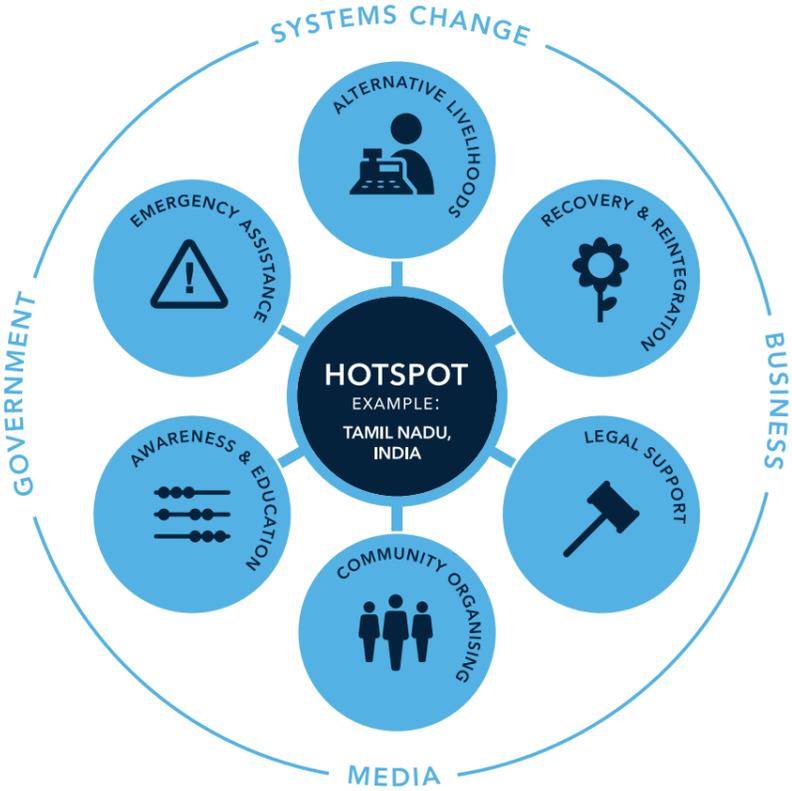


Hotspot projects

A “hotspot” refers to a geographic area known to have a high incidence of modern slavery, and which meets criteria designed to ensure that interventions are likely to result in a measurable reduction in slavery within five years of the Freedom Fund’s engagement in that region.

We invest in a range of community-based organisations in hotspots to support them to protect those at risk of slavery, liberate and rehabilitate those enslaved and prosecute those responsible. Our interventions are informed by the needs and expertise of our local partners.

We believe our hotspot model is a highly effective way to fight slavery and provides exceptional value for money. Our model is based on six principles:



Job description

Job Title: Director of Programs

Location: London

Reporting to: Managing Director, Programs

Salary: £72,000–£78,000 per year, depending on experience, plus UK permit sponsorship and relocation package where relevant.

Term: Full time; 37.5 hour per week

Benefits: 10% non-contributory pension scheme. 25 days holiday per year, plus public holidays

About the position

This is an exciting role for an ambitious individual looking to help shape a hugely influential program of work.

The Director of Programs is a key leadership role at the Freedom Fund. The post-holder is responsible for the delivery of the Fund's "hotspot programs" in countries with a high prevalence of modern slavery, and is one of six members of the Senior Management Team. The post reports to the Managing Director, Programs.

The Director of Programs helps set overall program strategy; oversees a team of Freedom Fund program managers implementing anti-slavery strategies in targeted geographic areas; engages in the development of new ideas and funding opportunities; embeds processes and learning across the Freedom Fund's diverse program teams globally; troubleshoots operational challenges; and plays a critical role in representing the organisation with governments, foundations, philanthropists, peer organisations, and the Freedom Fund Board of Trustees.

It is expected that the Director of Programs will manage a team of 20-30 staff, through the direct line management of five Senior Program Managers, each responsible for specific programs and leading a dedicated team, as well as one Program Officer.

Main responsibilities

- Contribute to the strategic direction of Freedom Fund programs, working with the Managing Director to set overall programmatic plans and priorities for the Fund, including developing new donor relationships and partnerships.
- Supervise and support Senior Program Managers in the development of their intervention strategies, the management of their teams and budgets, and operational troubleshooting.

- Provide thought leadership on key issue areas relevant to modern slavery and on evolving concepts such as systems thinking, the Freedom Fund Hotspot Model, and impact measurement.
 - Working with the Partnerships & Development team, identify and pursue new opportunities for anti-slavery programs.
 - Represent the Freedom Fund at high level external meetings and public events, on donor visits, and at Freedom Fund Board meetings.
 - Working with the Managing Director, allocate and provide sound fiduciary oversight of the Program budget (approximately \$15m-18m per year).
 - Oversee the consistent application of Freedom Fund program quality standards as well as approaches for due diligence of grantees, reporting, safeguarding and capacity building (with support from colleagues in other teams, including the Safeguarding Manager and Compliance and Donor Reporting Manager).
 - Contribute to team-building of globally dispersed and diverse staff, including through leading regular team meetings and video calls, and identifying opportunities to foster connections and a culture of consultation and inclusion among staff.
 - As a member of the Senior Management Team, contribute to overall Freedom Fund strategy and the day-to-day governance of the organisation.
- Significant experience working with frontline organisations in developing countries.
 - Experience managing human rights or international development programs, including sizeable government-funded projects.
 - Demonstrated track record of representation and partnership-building with a wide range of global stakeholders and successful personal engagement with major funders.
 - Experience managing and developing multi-cultural teams.
 - Experience and expertise in anti-slavery, trafficking, forced labour, child labour, migration, or related human rights issues is desirable.
 - Bachelor's degree and advanced degree desirable.

Personal attributes

- Team player committed to the Freedom Fund's values and passionate about human rights issues.
- Commitment to excellence with an exceptional work ethic, strong organisational skills, a knack for multi-tasking and a can-do attitude.
- Ability to motivate and support direct reports and build a high functioning team incorporating diverse viewpoints.
- Outstanding verbal and written English communication skills with ability to communicate with passion to a variety of stakeholder; other languages a plus.

Qualifications & experience

- Strategic thinker and program implementer with significant experience in human rights and/or international development, including significant experience in strategy and program development in the Global South.
- Ability to connect with a global audience.
- Able to travel internationally (under review, but likely 10-20%).



The Freedom Fund is an equal opportunities employer. We value the strength of a diverse workforce and encourage applications from people with disabilities, Black, Asian or Minority Ethnic (BAME) backgrounds and the LGBT+ community.

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forms of modern slavery.

The Freedom Fund prioritises Safeguarding. As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking. Any offer of employment or consultancy with The Freedom Fund will only be made following both successful background checks being conducted on the applicant and upon receipt of satisfactory pre-employment checks by former employers. Such checks may be updated periodically during the course of the period of employment or consultancy. By submitting a formal application, you agree to the Freedom Fund carrying out these checks.



How to apply

Please forward a CV in English together with a supporting statement (maximum one page of A4). Please ensure that you have included mobile, work and home telephone numbers, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

At Prospectus we believe passionately that a truly inclusive workplace leads to increased social impact. We are committed to supporting our clients build more inclusive teams.

To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website.

Please be assured that your responses are kept confidential, separate from your candidate record, are not part of any application you make, and that the consultants never see individual responses to the questionnaire.

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Applications should be made via the Prospectus website at:

<https://jobs.prospect-us.co.uk/jobs/details/hq00178388>

Recruitment Timetable

Deadline for applications:
Sunday 9th May 2021

Interviews with Prospectus:
20-25th May 2021

First interviews with The Freedom Fund: w/c 7th June 2021

Second interviews with The Freedom Fund: w/c 7th June 2021

Recruitment Process

Should you decide to make a formal application, you will receive feedback within seven working days of the closing date.

Prospectus is highly experienced at managing virtual interviews and employer interactions to ensure a comprehensive candidate experience.

Queries

If you would like to have a confidential discussion about the role, please contact Anna Gardet or Roberta Giubilini at Prospectus on 020 7691 1920, or email: anna.gardet@prospect-us.co.uk roberta.giubilini@prospect-us.co.uk

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Prospectus Ltd
20-22 Stukeley Street
London, WC2B 5LR

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