

# Safe Sick Pay Campaign Director Job Pack

<b>Responsible to:</b>	Executive Director
<b>Location:</b>	Office in Sustainable Ventures, Waterloo, London
<b>Salary:</b>	£66,000 - £76,000 - starting salary based on experience
<b>Contract type:</b>	The role is for a permanent contract
<b>Hours:</b>	Full-time
<b>Closing date and time:</b>	Monday 15th June 2026, 09.00am

## The Organisation

The Centre for Progressive Change (CPC) is an organisation that builds campaigns for national policy change in the UK.

Our focus is on making progressive gains that improve the lives of low- and middle-income communities. We want the UK to be a place where everyone has the financial resources they need, where people are treated as equals and are free to be who they are without persecution, and where we look after our environment.

To achieve this vision, our mission is to build proactive campaigns for progressive legislative change, do research on what works when campaigning for national policy change and offer training and consultancy to support other organisations to build effective campaigns.

Our campaigns use an inter-disciplinary approach including community organising, mobilising, advocacy, business engagement, campaign research and press work.

## Our Values

1. We are **strategic**. We focus on the ends and find the most effective routes to our goals. We are pragmatic and work with those that will take us closer to our goals, including cross-party.
2. We focus on being **impactful**. We are not wedded to one way of campaigning to create change and we create campaign strategies based on the current context. We test to see what is working and make changes to our campaigns to reflect what we are learning.

3. We are here to **serve** low and middle-income communities, and to succeed we need high-performing teams. We help each other succeed by giving each other honest feedback on our performance so that we can be the best we can be. We find ways of working that increase our performance.

## Safe Sick Pay

Over the last 3.5 years we built our first campaign, [Safe Sick Pay](#), aimed at changing Statutory Sick Pay legislation. In that time we have: built an alliance of 150 national organisations that have been calling for change; supported community organising efforts in 74 constituencies and mobilised thousands of activists across the country to contact their MP; landed hundreds of media stories including supporting workers to tell their story; gained the support of 175 cross-party MPs & Peers for reform and supported them to raise this in Parliament; met with Ministers to discuss the need for sick pay reform; and coordinated national days of action.

Through our campaigning work, and that of our national partners, we successfully secure into legislation, through the Employment Rights Act:

1. That all employees will be eligible for Statutory Sick Pay - 1.3 million employees were not eligible because they didn't earn enough with their employer;
2. That sick pay will be paid from the first day of illness, rather than day 4;
3. That the lowest-paid 1 million employees will receive 80% of their wages as sick pay; and
4. That a Fair Work Agency would be established to ensure Statutory Sick Pay legislation is enforced, alongside other rights.

These changes came into effect in April. Together they have improved the Statutory Sick Pay of 10 million employees in the UK.

## The Team

We are a team of five people punching well above our weight. Our team consists of: the Director and founder - Amanda Walters; our Operations Director - Hattie Gryspeerdt; our Comms Lead - Andy May; our Senior Advocacy Officer - Aurelio Petrucci; and our Campaigns Officer - Jamie Walls.

We have an Advisory Group made up of campaigning experts who have won significant change in the UK or the US, including Kate Bell (TUC), George Gabriel (The Dad Shift), James Starkie (No Time to Wait), Richard Darlington (Aid Alliance), Matt Zarb-Cousin (Clean Up Gambling), Stephen Lerner (Justice for Janitors) and Roxana Tynan (LA for a New Economy).

We are governed by a Company Board that are ultimately responsible for the governance of the organisation. The Board is made up of campaigners, organisers, finance experts and people with lived experience.

## About CPC

### Next Campaigns

Our next national campaign will be focused on ensuring that low- and middle-income communities can own their own home. We have listened to 200 people across the UK on the barriers they face to owning their own home and some of the solutions they would like to see change. Next, we want to do further research and build an alliance behind three proactive and progressive legislative changes that would make a significant step towards fixing our broken housing system.

We will continue to grow our campaigns on sick pay and housing, focusing on no more than two campaigns at a time. Once we have finished our campaign on sick pay, we will move onto our third campaign: how we can support the movement to prevent even further climate change.

### Strategy Review and Scaling

Over the next year we will be undergoing a strategy review and refining our campaigning methodology to be as impactful as we can be. We will then develop some of the other pillars of our mission, such as the research, training and consultancy branches of the organisation.

### How we work

We have an office in Westminster where London based staff work half the week, whilst other staff work remotely. We work in sprints - working for about 6-7 weeks and then taking time off during the Parliamentary recesses. We offer 40-days of annual leave (including bank holidays).

## The Role

We are looking to hire a Safe Sick Pay Campaign Director that will be part of the newly formed Executive Team. This is an exciting time to be joining the campaign, as we capitalise on our four legislative successes to gain our next big policy change: increasing the rate of Statutory Sick Pay.

This role will be in charge of the Safe Sick Pay campaign including: the strategy to see an increase in the rate of Statutory Sick Pay; fundraising to implement the strategy; hiring and supporting the campaign team to implement the strategy; holding the key stakeholder relationships; and driving the campaign where needed.

As a member of the Executive Team, they will be part of the team responsible for the strategy, structure, team, culture and finances of the organisation.

## Job Responsibilities

You will:

1. Work with the Executive Director to analyse what works when creating change on a national scale, including through an evaluation of the campaign so far and of other successful national policy campaigns, to build a draft methodology.
2. Work with the Executive Director and an external partner to form experiments to test out and develop the methodology further, especially where we see gaps.
3. Develop the strategy for the next phase of the Safe Sick Pay campaign with the aim to see an increase in the rate of Statutory Sick Pay. You will do this by analysing the current barriers, what will be needed to overcome them, what others in the alliance could do and what CPC will focus on to have the most impact.
4. Build relationships with key grant funders, bring them on board with our vision and strategy for sick pay legislative change, and raise the grant funding needed for the campaign, including for staff costs and action resources.
5. Recruit a high-performing campaigns team and develop and support the campaign team to implement the strategy.
6. Coordinate stakeholder management for the campaign, including building relationships with key stakeholders across Parliament, the press, business, trade unions, charities and civil society organisations to build power and ensure stakeholders are kept engaged.
7. Support key stakeholders to take public and private action together to ensure we are maintaining pressure and making progress with the campaign's aims.
8. Support the community organising and mobilising across constituencies, including by analysing the key seats we need to be active in and giving direction to the organising team on the methodology they need to be utilising in different areas.
9. Coordinate the campaigns' key moments including the national days of action and parliamentary lobbying days.
10. Take an active role in the Executive Team, including in driving and delivering the organisation's strategy, providing a campaigning lens to discussions, and bringing high-level campaigning decisions to the Team.

## Skills, Experience and Qualities

### Requirements

You should:

1. Be an expert in community organising and/or campaigning including in the theory, practice and methodology.

2. Have a track record of leading a successful national policy or legislative campaign, including through analysing the political context and building a successful campaign strategy.
3. Have experience of enabling low- and middle-income communities impacted by an issue to lead a campaign, and an appreciation for community organising and how it can be central to a campaign.
4. Have excellent skills at recruiting and forming well-functioning campaign teams - where staff feel motivated, are clear on the current priorities and the trajectory, and are given training and support to achieve their campaign targets.
5. Have experience of persuading a diverse range of stakeholders on a national level, including cross-party MPs, to work together to take action, including by managing competing interests and relationships.
6. Have a proven track record of raising the funds needed for a campaign - at least £90k in funding - and of financially managing a campaign.
7. Have experience of planning and executing effective national actions, including gaining national press.
8. Have an ability to be strategic and pragmatic, and excellent skills at testing the impact of strategies, risk mitigation, problem solving and quickly pivoting in a campaign of national scale.
9. Have good skills at creating and managing systems to ensure the smooth running of the campaign, and that the organisation captures information for future campaigns and actions.
10. Have an ability to work in a fast-paced environment, out of hours, doing what needs to be done to get campaigns over the line.
11. Have excellent skills at self-directed work, an ability to be flexible and work in a startup environment with high levels of uncertainty and small budgets, where everyone has to collaborate to get things done outside of their job role.
12. Have a commitment to the Centre for Progressive Change's strategy, values and culture.

**Desired (not required)**

1. Experience of leading a proactive national policy or legislative campaign, rather than reactive.
2. Experience of engaging across many constituencies in the UK to push a campaign agenda forward.
3. Excellent community organising skills.
4. Experience of coordinating a national alliance or coalition, and getting them to effectively take action together.

These responsibilities may change as the team grows, as the political context changes and as we shift our campaign focus.

This work will involve evening and weekend work. It will also involve travel around the UK. The successful candidate will need their own laptop.

## How to apply

To apply please download and fill in the application form on the website and send it to [info@centreforprogressivechange.org](mailto:info@centreforprogressivechange.org). The deadline to submit your application form is Monday 15th June 2026 at 09.00am.

Those shortlisted will be invited to a first interview on Monday 22nd June online. A second interview will be held for successful applicants on Tuesday 30th June in person at Sustainable Ventures in Westminster, London. There will then be a third more informal round to get to know the team and the CEO on the Monday 6th July. If any of those dates don't work for you, please let us know as soon as possible, and if you have any questions, please email [info@centreforprogressivechange.org](mailto:info@centreforprogressivechange.org).

We acknowledge that people from a number of communities are underrepresented in our team and we're committed to addressing this. If you believe you would bring greater diversity to our team, we're keen to hear from you and would encourage you to apply. Please let us know of any access needs so that we can make the interview process as inclusive as possible for you.

Unfortunately, we do not yet have the resources to sponsor a work visa, so this role requires that you are resident and have the right to work in the UK.