

BECOME.

THE CHARITY FOR CHILDREN IN CARE
AND YOUNG CARE LEAVERS

Job Description: Policy & Public Affairs Officer

Job title: Policy & Public Affairs Officer

Reporting to: Policy & Public Affairs Manager

Purpose of role:

To support Become's policy and influencing work by:

- ensuring that it is underpinned by strong evidence and research, and the views and experiences of care-experienced young people;
- Developing and maintaining positive working relationships with stakeholders, including across national and local government, Parliament and the voluntary sector;
- Supporting the development and implementation of policy influencing strategies that deliver meaningful and impactful change in policy and practice to improve the lives of children in care and young care leavers.

Salary: £28,840 pa

Hours: 35 hours p/w (part-time and flexible working arrangements considered)

Pension: 5% employer contribution

Leave: 28 days per annum - (*pro-rata for part time roles*), plus bank holidays

Location: We are currently hybrid working. Our team is largely home-based with some in-person attendance and meetings expected (mainly at our central hot-desking location in Old Street, London) in addition, for non-London based staff, we will consider hot-desking options near you, if required. We are open to conversations about flexible working arrangements.

About Become and the role of Policy & Public Affairs Officer

Become, the national charity for children in care and young care leavers, is here to make a difference to individual lives right now, and the care system as a whole for future generations. We believe that young people who've experienced care should have the same chances as everyone else to live happy, fulfilled lives. We put young people at the heart of everything we do – helping them to be powerful agents of positive change in their own lives, in the care system and in society.

We have programmes of work that really make a difference, a welcoming and collaborative culture and a growing group of expert staff passionately committed to improving outcomes for children in care and young care leavers.

With the recently published Independent Review of Children's Social Care, we are developing ambitious plans for the future to drive forward impactful policy campaigning and influencing approaches that tackle the structural and systemic issues getting in the way of young people thriving.

This new position will play a key role in supporting this by strengthening our policy work and evidence base, developing impactful relationships with a range of stakeholders, and ensuring that our policy and campaigns work is shaped by the views and experiences of care-experienced young people.

As part of the Policy, Campaigns and Communications department this role will work with colleagues across the organisation to deliver impact. We are looking for someone who is motivated, analytical, is passionate about improving the lives of care-experienced young people, and has a good understanding of policy development and how to influence national and local decision-making.

As an organisation serving children in care and care leavers, we are keen to receive applications from people with experience of care and recognise the importance of having care experienced staff within our team. We are also actively seeking to bring diversity of perspectives and experience, and especially welcome applications from disabled people, from Black, Asian, Minoritised Ethnic backgrounds and LGBTQ communities.

Become is committed to tackling systemic racism and providing an inclusive, equitable workplace. We recognise that embedding equity, diversity and inclusion principles is an ongoing journey and one which we are determined to invest in.

At Become we strive to embed our core values into all aspects of our work;

Honesty- We represent the experiences of children in care and young care leavers with honesty and integrity, and act in their best interests.

Respect - We listen to care-experienced people, and we work in partnership with them to improve the experience of being in care and life after care.

Kindness - We care about the young people we work with, and we help the care system to be more like a good parent. We look after ourselves and after each other so we can be our best for young people.

Empowerment - We help children and young care leavers to be powerful agents of positive change in their own lives, in the care system and in society.

Optimism - We are angry about the times when the care system and society let young people down, but ambitious, determined, and optimistic about our ability to make things better.

Job Overview

Key responsibilities:

- Support the development of Become's policy positions, working with young people and services colleagues to ensure their experiences are fed in.
- Support Become's influencing activity including parliamentary and public affairs work, ensuring clear communications with our stakeholders.
- Provide the Secretariat for the APPG on Children in Care and Young Care Leavers, managing the day to day administration of the group.
- Develop and manage relationships with key decision makers and influencers in central and local government, sector bodies and across the voluntary sector, and coordinate relevant stakeholder communications to these groups, as well as maintaining a contact management system.
- Deliver written outputs which share Become's expertise and capture care-experienced young people's own voices and knowledge and experiences, including consultation responses, policy positions, briefings and reports based on high-quality research and evidence.
- Horizon scan and monitor policy and political developments to identify opportunities and risks to Become's policy and influencing priorities. .
- Help develop our campaigning approach and activity, and work closely with the Communications Manager and Digital Communications Officer to ensure our policy positions are reflected in press and media communications, positioning Become as an expert voice within the sector.
- Carry out ad hoc research activities and data analysis, to support the development of Become's research base.
- Contribute to the development of Become's internal evidence base to support organisational and policy priorities, working with service colleagues and using the Lamplight database to extract and analyse our own data.
- Contribute to team development and innovation, supporting colleagues to continually improve and working across the organisation to deliver impact for care experienced children and care leavers
- Play an active role in ensuring we uphold our commitment to Equity, Diversity, and Inclusion in everything we do
- Uphold the organisation's values (and ensure the team upholds these)
- Embed Equity, Diversity, and Inclusion principles into your work practices

Who you are

Personal Qualities

- You have a passion for our mission, vision, and values.
- You understand the importance of Equity, Diversity and Inclusion and commit to helping create a culture with EDI at its heart.
- You are able to put views across clearly and persuasively.
- You are solution-focused and are able to simplify complex information.
- You can build relationships and rapport quickly.
- You are committed to empowering young people and working in partnership with them.
- You are politically astute with the ability to be non-judgmental and neutral.

Knowledge, Experience & Skills

- Political understanding and knowledge of the structures of power and influence in England, including ways to influence national and local decision-making.
- Some knowledge of children's social care policy and the issues faced by children in care and care leavers.
- Good understanding of the role that social media and media play in policy and influencing work and experience of shaping messaging and content for these.
- Good IT literacy, particularly Microsoft Office.
- Ability to interpret complex information and data sets.
- Excellent interpersonal and communication skills, including the ability to build and maintain strong relationships with a diverse range of people.
- Ability to communicate in clear, concise language to a variety of audiences.
- Strong organisational and project management skills.
- Ability to communicate naturally and empathetically with young people.
- Experience of working in a policy, influencing or a politically-focused role.