

ASSOCIATE DIRECTOR, PUBLIC SERVICE REFORM

Contract type: Permanent

Hours: Full Time (37.5 hours per week)

Salary: £49,000-64,000, negotiable based on skills and experience

Location: Whitehall, Greater London (Hybrid)

Line manager: Director of Policy & Impact

Application deadline: Monday 28 April (8.30am)

Interviews: First round Friday 16th May, second round w/c 19th May

About Demos

Demos is a highly respected cross-party think tank with a unique approach to making policy to solve our long term problems. Building on nearly 30 years of creativity, ideas and impact, Demos is working to shape a more collaborative democracy, in which power is devolved, citizens participate in policy making, and together as a nation we find answers to the challenges of our century.

Our work focuses on:

- [Public Service Reform](#), to liberate citizens and public servants and prevent problems
- A [Citizen Economy](#), where people, businesses, charities and government work together to achieve growth that works for people as well as profits
- More [Trustworthy Technology](#), in which technological progress aligns with the needs and values of citizens
- A more [Collaborative Democracy](#), in which politicians, experts and citizens partner to tackle the challenges facing our country

About the role

Are you a bold thinker with the political instinct, networks, and expertise to drive real change? Do you have a deep understanding of social policy and a track record of shaping government decision-making? If so, this is your chance to lead a transformative programme of work on public service reform at one of the UK's most dynamic and influential think tanks.

As Demos enters our next phase of growth, we are looking for an Associate Director of Policy who brings deep policy expertise and strong political nous to take our Public Service Reform programme to the next level.

The Public Service Reform pillar is one of our four strategic pillars, alongside Citizen Economy, Trustworthy Technology and Collaborative Democracy. We have set out a [bold new vision for public services](#) that liberate citizens, drive innovation and are preventative to their core. This work includes transformative models for public service reform, placing

citizen and public service participation at the heart of decision making; reshaping public services to strengthen the bond between citizen and state and rebuild trust; and pioneering new preventative models of public spending.

This is an opportunity to shape a policy agenda that speaks to some of the most current political challenges, such as mission-driven government, national renewal and innovation. As the Associate Director responsible for public service reform, you will be energised by the opportunity to engage in fast moving political debate and share our relentless focus on meaningful, real-world impact.

Reporting to the Director of Policy and Impact, you will develop policy ideas that challenge the status quo and build influential relationships across politics, government, business, and civil society. You will also play a crucial role in securing funding to scale our impact, and - working in a matrix structure - you will support and lead passionate policy researchers on project development and delivery.

This is not just another policy role. It's a chance to be at the forefront of transforming the way public services work and shaping policies that affect millions of people across the UK. At Demos, you'll be part of a forward-thinking, ambitious team that is committed to making democracy work better. You'll have the platform and support to drive real change, and the encouragement to think big.

What You'll Be Doing

Policy

- Lead strategic development and delivery of our Public Services Reform pillar, shaping new ideas that can genuinely influence policy and practice.
- Lead a portfolio of high-profile policy and research projects that produce impactful recommendations for government and other key stakeholders, and support other colleagues in project development, project management, and delivery.
- Work closely with research teams to ensure our policy ideas are grounded in rigorous analysis and participatory processes.
- Provide deep social policy insight and political intelligence, leveraging your networks to position Demos at the heart of critical policy conversations.

Impact & Influence

- Act as a senior spokesperson for Demos, representing the organisation in the media, at high-profile events, and in key policy forums.
- Build and maintain a high-level network of policymakers, political influencers, and stakeholders across government, business, and civil society.
- Work collaboratively across Demos to maximise the reach and impact of our policy recommendations, ensuring they resonate with decision-makers.
- Shape public debate through thought leadership, including writing op-eds, blogs, and policy papers that command attention.

Fundraising & Partnerships

- Craft funding proposals to develop our policy agenda and increase our impact, identify potential funding sources, and work to secure funding for this work.

Team Leadership

- Provide supportive and motivating leadership to policy and research colleagues, whether in line management or matrix leadership, supporting their professional growth and the delivery of high-quality work.
- Embody Demos' values in all your work, acting as a role model as part of the leadership team: collaborative, supportive, purpose-led, always learning and radically inclusive.

What you'll need to be successful

The types of knowledge, skills and experience we are looking for are below. We welcome a range of applications which include at least some of these attributes.

Skills & Experience

- A track record of influencing policy at the highest levels.
- Deep expertise in social policy—particularly public service reform.
- Strong political networks and a deep understanding of the UK policy landscape, with the ability to navigate complex political environments.
- Excellent leadership skills and experience of managing teams.
- Outstanding communication skills, with the ability to craft compelling policy narratives and engage a broad range of audiences.
- A proven track record of securing funding and building strategic partnerships to amplify our impact.

Behaviours & Approach

- A bold, ambitious thinker who thrives in fast-paced, dynamic environments.
- Highly collaborative, with a commitment to teamwork and inclusivity.
- A supportive approach to leadership and a commitment to empowering individuals and teams to deliver at their best.
- Passionate about Demos' mission to build a more participative and effective democracy.
- Driven by impact, with a focus on making a tangible difference in policy and public life.

What we offer

- Generous leave entitlement: 27 days + Bank holidays + 3 additional days off between Christmas and New Year
- Enhanced pension contribution: 6%

- Enhanced sick pay
- Enhanced parental leave
- A forward-thinking, supportive and collaborative team

At Demos we centre staff wellbeing as a key priority; we will make every effort to ensure staff feel happy, healthy and valued as part of our integral team.

Diversity, Inclusion, Equity and Justice (DIEJ) at Demos

Demos is committed to fostering a diverse and inclusive workplace. We welcome applications from all backgrounds and communities.

At Demos, we recognise, celebrate and promote the positive contributions that are made by diverse groups. We exist to proactively tackle social and economic exclusion and engaging with and promoting the voices of people whose voices may not otherwise be heard is core to our work. We believe that this should be reflected in our team and we strongly encourage applications from people from minority ethnic communities, people with disabilities, or others with lived experience of disadvantage. We expect all members of our team to recognise and value differences and the unique contributions that people make to the way we conduct our work and develop our insights, and encourage people to bring their diverse perspectives and backgrounds into their work on a day-to-day basis. We have flexible working policies and would be happy to discuss flexible working requirements with any candidates. Read our full DIEJ policy [here](#).

Application and selection process

To apply, please provide the following through our [application submission form](#).

- an anonymised CV (with any references to your name and personal details removed)
- answers to four screening questions (up to 250 words each)
- a completed copy of our [diversity monitoring form](#) (optional)

The screening questions will be evaluated and graded anonymously to minimise bias in our screening process.

We will conduct first round interviews on Friday 16th May. Interviews will be held in person at our offices in Whitehall. Second round interviews will be held w/c 19th May.

Questions?

If you have any further questions or aren't sure if the role is right for you, please feel free to reach out to us by emailing jobs@demos.co.uk and we would be happy to answer any queries.

We look forward to hearing from you!