

# ASSOCIATE DIRECTOR OF POLICY

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: Sunday 5th October, 23.59 GMT (UK)

Interviews:

First round (remote) - w/c 13th October

Second round (in-person at our offices in Whitehall) - w/c 20th October

## 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's mission is to upgrade democracy: rebuilding the relationship between citizen and state. Our work explores the elements of a 'New Deal, 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 and Citizen's Economy programmes to the next level:

- **Public Service Reform:** 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; and pioneering new preventative models of public spending.
- **Citizen Economy:** Our vision is for an economy where people, businesses, charities and government work together to achieve good growth. This includes addressing the ever widening economic divide between people and places; putting shared interests at the heart of economic policy and regulation; making economic participation accessible to all; and transforming the tax systems so that wealth creates a stronger society.

This is an opportunity to shape a policy agenda that speaks to some of the most current political challenges, such as national renewal, innovation and inclusive growth. As Associate Director of Policy, 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 and Citizens Economy pillars, 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.

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

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 commit to Demos' cross-party approach. This means we engage with all parties in the democratic system where it will further our charitable aims. Our mission to strengthen democracy and overcome division depends on building dialogue across political divides while upholding our values of diversity, inclusion, equity and justice.

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 would be happy to discuss flexible working requirements with any candidates. Read our full DIEJ policy [here](#).

## 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.

## Application and selection process

Applications close Sunday 5th October, 23.59 GMT (UK)

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)

## Selection Process

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

- First stage interviews will be 30 minutes long and conducted virtually over Google Meet. They will take place w/c 13th October.
- Second stage interviews will be 45 minutes long and conducted in person at the Demos Office in Whitehall. They will take place w/c 20th October.

Candidates shortlisted for second stage interviews will be asked to complete a task in preparation for the interview.

Please do get in touch at [jobs@demos.co.uk](mailto:jobs@demos.co.uk) if you require any adjustments to be able to engage with our recruitment process.

### 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](mailto:jobs@demos.co.uk) and we would be happy to answer any queries.

We look forward to hearing from you!